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CANADA COVERING 200 AND MORE EMPLOYEES PROVISIONS IN COLLECTIVE AGREEMENTS IN

Manufacturing Industries

JULY 1981

COLLECTIVES AU CANADA GROUPANT 200 DISPOSITIONS DES CONVENTIONS EMPLOYÉS OU PLUS JUILLET 1981

Secteur Manufacturier

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Labour

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Publication

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This report provides information on provisions in collective agreements in Canadian manufacturing industries, as of July 1981. The data are presented for each of the 20 manufacturing industries and for manufacturing as a whole.

The collective agreements analyzed for this report are those covering 200 or more employees. The findings, therefore, do not necessarily reflect practices in smaller bargaining units or in non-union areas.

This report is the second of a new series that will contain an analysis of provisions in agreements in the size group 200 and over. It was prepared by Mr. L.K. Advani, assisted by Mr. F. West and Mr. G. Léger, under the general supervision of Mr. W.C. Baxter, Chief of the Collective Bargaining Division.

Les données de ce rapport, touchant les industries manufacturières au Canada, sont tirées des conventions collectives en vigueur au mois de juillet 1981 et s'adressant à chacun des 20 secteurs manufacturières ainsi qu'à l'ensemble de l'industrie manufacturière.

Les conventions collectives analysées aux fins de ce rapport regroupent deux cents employés et plus. Les conclusions ne reflètent donc pas nécessairement les pratiques des unités de négociation plus petites ni celles dans les entreprises non-syndiquées.

Ce rapport vient en tête d'une nouvelle série qui comprend l'analyse des dispositions de conventions collectives de 200 employés et plus et a été préparé par M. L.K. Advani avec le concours de M. F. West et M. G. Léger, sous la direction générale de M. W.C. Baxter, chef de la Division de la négociation collective.

V. Johnston Director - Directeur Labour Data Branch - Données sur le travail

TABLE OF CONTENTS - TABLE DES MATIÈRES

Page

	7	3		4	9		∞	10	1	12	13
1 Collective Agreement Coverage by Province Répartition des conventions collectives selon la province	2 Collective Agreement Coverage by Term of Agreement Répartition des conventions collectives selon la période d'application	3 Collective Agreement Coverage by Size of Bargaining Unit Répartition des conventions collectives selon la taille du groupe de négociation	UNION SECURITY - SÉCURITÉ SYNDICALE	4 Union Security Sécurité syndicale	5 Check-off Retenue syndicale	EMPLOYEE SECURITY - SÉCURITÉ D'EMPLOI	6 Probationary Period Période probatoire	7 Special Seniority For Union Officials and/or Employees With Special Skills Anciennetê privilêgiêe pour employês avec aptitudes spêciales et/ou pour reprêsentants syndicaux	8 Seniority on Promotion Avancement suivant l'ancienneté	9 Seniority on Lay-off Mise à pied suivant l'ancienneté	10 Retention of Seniority During Lay-off Conservation des droits d'ancienneté durant les périodes de mise à pied
			UN			EM					

		198
11	Retention of Seniority During Illness Conservation des droits d'ancienneté durant la maladie	15
12	Bumping Rights Droits de déplacement	17
13	Notice of Lay-off Avis de mise à pied	00
14	Recall Procedure Procédure de rappel	21
15	Distribution of Work During Slack Periods Répartition du travail durant les périodes de ralentissement de l'activité	22
16	Severance Pay and Supplementary Unemployment Benefits (S.U.B.) Indemnité de cessation d'emploi et prestations supplémentaires de chômage	23
17	Posting of Job Vacancies Affichage des postes vacants	24
GRIEVA	GRIEVANCE PROCEDURE - PROCÉDURE DE RÈGLEMENT DES GRIEFS	
occ annual contract of the con	Initial Grievance Presentation Présentation des griefs au premier palier	26
19	Special Grievance Procedure in Dismissal Cases Procédure particulière d'examen des griefs dans les cas de congédiement	000
COMPENS	COMPENSATION - RÉMUNÉRATION	
20	Compensation for Grievance Work Rémunération pour la période consacrée au règlement de griefs	29

		Page
21	Compensation of Union Officials in Negotiation of Collective Agreement Rémunération des représentants syndicaux occupés à la négociation d'une convention collective	31
ARBIT	ARBITRATION - ARBITRAGE	
22	Arbitration - Number of Arbitrators Arbitrage - Nombre d'arbitres	33
DAYS	DAYS AND HOURS OF WORK - JOURS ET HEURES DE TRAVAIL	
23	Normal Workweek (Days per Week) Semaine normale de travail (nombre de jours par semaine)	35
24	burée journalière du travail	37
25	Weekly Hours Durée hebdomadaire du travail	04
OVERT	OVERTIME - HEURES SUPPLÉMENTAIRES	
26	Overtime Compensation After Normal Daily Hours of Work Rémunération des heures supplémentaires effectuées en sus de la journée normale de travail	43
27	Overtime Compensation After Normal Weekly Hours of Work Rémunération des heures supplémentaires après la semaine normale de travail	97
28	Special Provision for Overtime Compensation on Saturday or Sixth Day (Not Normally Worked) Rémunération des heures supplémentaires effectuées le samedi ou le 6 ^e jour (normalement chômé)	67
29	Special Provision for Overtime Compensation on Sunday or Seventh Day (Not Normally Worked) Rémunération des heures supplémentaires effectuées le dimanche ou le 7º jour (normalement chômé)	52

30	Right to Refuse Overtime Droit de refuser les heures supplémentaires	20 r
31	Equitable Distribution of Overtime Among Employees Répartition équitable des heures supplémentaires entre les employés	57
PREMIU	FREMIUM PAY - PRIMES	Š
32	Shift Premium (Second Shift) Prime de deuxième quart	65
33	Shift Premium (Third Shift) Prime de troisième quart	69
34	Premium Rates for Work on Paid Holidays Prime pour le travail effectué les jours fériés payés) Y
PAY GUA		3
35.	Guaranteed Employment or Earnings Emploi ou revenu garanti	89
36	Reporting Pay for Regularly Scheduled Work Indemnité de présence - horaire régulier	20
37	Call-in (Back) Pay Guarantee Indemnité de rappel garantie	7. 7.
38	Portal-to-Portal Salaire à la démarcation	1 2
39	Stand-by Pay Prime de disponibilité	

04	Cost-oi-Living Allowance Indemnité de vie chère	79
41	Wage Incentive Primes au rendement	80
42	Pay Guarantee During Machinery Breakdown or Adverse Weather Conditions Garantie de salaire à l'occasion d'intempéries ou de pannes d'équipement	82
PAID H	PAID HOLIDAYS - JOURS FÉRIÉS PAYÉS	
43	Number of Paid Holidays per Year Nombre de jours fériés payés par année	83
77	Eligibility for Paid Holidays (Minimum Service) Admissibilité aux jours fériés payés (temps de service minimum)	86
45	Eligibility for Paid Holidays (Other Requirements) Admissibilité aux jours fériés payés (autres critères)	80
95	Paid Holiday Falling on Saturday or 6th Day (not normally worked) Jours fériés payés tombant le samedi ou le 6 ^e jour (normalement chômé)	06
47	Paid Holiday Falling on Sunday or 7th Day (not normally worked) Jours fériés payés tombant le dimanche ou le 7º jour (normalement chômé)	92
PAID V.	PAID VACATION - CONGÉ ANNUEL PAYÉ	
48	Paid Vacation - Selection Vacances payées - choix	76
67	Annual Paid Vacation of 3 Weeks - Length of Service Required to Qualify Congé annuel payé de 3 semaines - temps de service requis	95

	Page
Annual Paid Vacation of 4 Weeks - Length of Service Required to Qualify Congé annuel payé de 4 semaines - temps de service requis	97
Annual Paid Vacation of 5 Weeks - Length of Service Required to Qualify Congé annuel payé de 5 semaines - temps de service requis	66
Annual Paid Vacation of 6 Weeks - Length of Service Required to Qualify Congé annuel payé de 6 semaines - temps de service requis	101
Paid Vacation - More than 6 Weeks Congé annuel payé de plus de 6 semaines	103
Carry-over of Vacation Credits Report des congés annuels	104
	105
	107
Paid Leave of Absence - Death in Immediate Family Congé autorisé payé - décès dans la famille immédiate	108
Paid Leave of Absence - Death of Other Relatives Congé autorisé payé - décès d'autres parents	110
Paid Leave of Absence - Marriage Congé autorisé payé - mariage	112
Paid Leave of Absence - Childbirth Congé autorisé payé - naissance	114

17	70 C::00 I 6:00	0
70	Congé autorisé payé -	116
62	Paid Leave of Absence - Jury Duty and/or Court Appearance Congé autorisé payé - fonctions judiciaires (juré ou témoin)	118
63	Leave of Absence - Education Congé autorisé payé - Études	120
99	Leave of Absence - Union Business Congé autorisé - affaires syndicales	122
ALLOW	ALLOWANCES - BÉNÉFICES MARGINAUX.	
65	Paid Wash-up Time Temps de toilette rémunéré	124
99	Rest Periods Pauses	126
67	Moving Expenses (Not Related to Technological Change) Frais de déménagement (non 11és à des changements technologiques)	128
OTHER	OTHER BENEFITS - AUTRES BÉNÉFICES	
89	Clothing and/or Uniforms Vêtements et uniformes	130
69	Supply of Tools Fourniture d'outils	131
70	Safety Equipment Equipement de sécurité	133

		rage
71	Training or Retraining (Not Related to Technological Change) Formation ou recyclage (non life aux changements technologiques)	135
72	Industrial Safety Sécurité industrielle	137
MATERN	MATERNITY LEAVE - CONGÉ DE MATERNITÉ	
73	Maternity Leave: Seniority Congé de maternité: ancienneté	138
74	Maternity Leave: Pay Congê de maternitê: rêmunêration	140
75	Maternity Leave: Specified Time Before and After Date of Birth Durée du congé de maternité avant et après l'accouchement	142
TECHNO	TECHNOLOGICAL CHANGE - CHANGEMENTS TECHNOLOGIQUES	
76	Advance Notice and/or Consultation with Employee and/or Union Prior to the Introduction of New Methods of Production Préavis et/ou consultation des employés et/ou du syndicat avant l'introduction de nouvelles méthodes de production	144
77	Training or Retraining Provided in Case of Technological Change Formation ou recyclage offerts à l'occasion de changements technologiques	146
78	Labour-Management Committee (Technological Change) Comité patronal-syndical (changements technologiques)	147
79	Wage and Employment Security (Technological Change) Garanties de salaire et d'emploi (changements technologiques)	148
80	Notice of Lay-off (Technological Change) Avis de mise à pied (changements technologiques)	150

MISCELLANEOUS PROVISIONS - DIVERSES DISPOSITIONS

81	Moonlighting Double emploi	15
82	Contracting Out Contrats à forfait	15.
03	Reopener Clause Clause de réouverture	15.
84	Older and/or Handicapped Workers Travailleurs âgés et/ou handicapés	15
HEALTH	health and welfare - santé et bien-être	
82	Basic Medicare - Employer's Contribution Régime d'assurance-maladie de base - Contribution de l'employeur	5
86	Extended Health Benefits - Employer's Contribution Régime d'assurance-maladie complémentaire - Contribution de l'employeur	15
87	Dental Plan - Employer's Contribution Régime de soins dentaires - Contribution de l'employeur	16
80	Duration of Sickness Weekly Indemnity Durée de la période de versement des indemnités hebdomadaires	16
88	Amount of Sickness Weekly Indemnity Montant de l'indemnité hebdomadaire	16
06	Days of Paid Sick Leave (Per Year) Jours de maladie payés (par année)	16

Pagge	169	de maladie non utilisès au moment de la cessation d'emploi 171	sick Leave on Retirement de maladie non utilisés au moment de la retraite	175	177
	Accumulation of Unused Sick Leave Accumulation des jours de congé-maladie inutilisés	 nemboursement des conges de maladie non utilisés au moment	Reimbursement of Unused Sick Leave on Retirement Remboursement des congés de maladie non utilisés au moment	Long-term Disability - Employer's Contribution Invalidité à long terme - Contribution de l'employeur	

NOTES

in this report were in effect as of July 1981 and cover a total of 587 064 employees in 848 bargaining units of The collective agreement provisions 200 or more employees.

tion on the collective agreements according to the tables show the number of agreements and the number of employees covered, by industry, for 91 collective The first three tables provide summary informaprovince and the agreement duration. The remaining agreement provisions covering 18 subject areas, such union security, employee security, holidays, size of the bargaining units, the location vacations, health and welfare benefits.

defined in the Standard Industrial Classification The industries covered by this report, Manual published by Statistics Canada include:

- Fobacco Products Food & Beverage
- Rubber & Plastics
- Leather Industries
- Textile Industries
 - Knitting Mills
- Clothing Industry Wood Industries
- Furniture & Fixtures 264506
 - Paper & Allied
- Printing, Publishing & Allied

collectives en juillet 1981 et s'appliquent à 587 064 employés membres de 848 unités de négociation qui comptent en vigueur publiées dans ce rapport sont entrées dispositions des conventions chacune 200 employés ou plus.

l'occurrence la taille des unités de négociation, le Les trois premiers tableaux présentent un résumé de renseignements sur les conventions collectives, en autres tableaux indiquent par industrie, le nombre de dispositions de conventions collectives regroupées sous 18 titres tel que la sécurité syndicale, la sécurité d'emploi, les jours fériés, les congés conventions et d'employés visés, à l'égard de lieu par province et la durée d'application. annuels et les avantages sociaux.

que définis dans la publication de Statistique Canada dans ce rapport, tel intitulée "Classification-type des industries" Les secteurs industriels visés suivants:

- Aliments
- Tabac (produits)
- Caoutchouc et plastiques 987.00
 - Cuir
- Textile
- Bonneterie
- Vetement
- Bois
- Meubles et installations fixes
- Papier et industries connexes
- Imprimerie, édition et industries connexes

- Primary Metal
- Metal Fabricating 13.
- Machinery Industries 14.
- Transportation Equipment 5.
 - Electrical Products . 91 17.
- Non-Metal Mineral Products Petroleum & Coal Products 00
- Chemical & Chemical Products . 61
 - Miscellaneous Manufacturing

It should be noted that because of eligibility requirements in some of the provisions, the number of employees shown may not represent the number actually a provision at entitled to receive the benefits of the time of the study.

there is no such provision provided for in the The term "No Provision" in the tables means that collective agreement. This does not necessarily mean that there is no such benefit available to the the tables employees, as it may be provided outside the terms of the agreement. The notes following explain certain terms used in the study.

- Métaux extraction
- Usinage des métaux
 - Machines 14.
- Matériel de transport
- Produits électriques .91
- Produits mineraux non métalliques
- Produits du pétrole et du charbon 8
 - Produits chimiques 19.
- industries manufacturières Diverses

d'employés indiqué peut ne pas représenter le nombre à noter qu'à cause des conditions le nombre disposition au moment où l'étude a été effectuée. avantages certaines dispositions, réel d'employés éligibles aux d'éligibilité de est

"aucune" sition de cette nature dans la convention collective disposition" signifie qu'il n'existe aucune dispomais elle n'écarte pas la possibilité que, de fait, les employés bénéficient d'un tel avantage. Celui-ci à des conditions échappant à la portée de la convention elle-même. au bas des tableaux expliquent certains Dans les tableaux, l'expression peut exister, mais être soumis termes utilisés dans cette étude. Les notes

Table 1 - Tableau 1

	Col Répartitic	Lective Agreement on des conventions	Collective Agreement Coverage by Province Répartition des conventions collectives selon la	e a province	
	Agreements	ients	Employees	Covered	
Drove	Conventions	lons	Employés	visés	r.
	Number Nombre	Þ¢	Number - Nombre	54	Frovince
Newfoundland	7	0.8	6 645	1.1	Terre-Neuve
Nova Scotia	14	1 • 7	8 500	1.5	Nouvelle-Écosse
New Brunswick	21	2.5	8 070	1.4	Nouveau-Brunswick
Quebec	238	28.1	153 172	26.1	Québec
Ontario	426	50.2	278 358	47.4	Ontario
Manitoba	19	2.2	9 389	1.6	Manitoba
Saskatchewan	5	9.0	2 180	7.0	Saskatchewan
Alberta	26	3.1	9 350	1.6	Alberta
British Columbia	73	9.8	83 030	14.1	Colombie-Britannique
More Than One Province	19	2.2	28 370	8.4	Plus d'une province
Total	848		587 064		Total

Table 2 - Tableau 2

	Colle Répartition des	Collective Agreement Coverage by Term of Agreement Répartition des conventions collectives selon la période d'application	erage by Term of Ag	reement ode d'application	
	Agre	Agreements	Employees	Employees Covered	
Term of Agreement	Conve	Conventions	Employés visés	visés	
	Number Nombre	ÞE	Number - Nombre	3-5	Periode d'application
Indow 18 months					
SUPPLIED TO MOUTHS	26	3.1	14 455	2.5	Moins de 18 mois
18 - 29 months	492	58.0	278 295	47.4	De 18 à 29 mois
30 months and over	330	38.9	294 314	50.1	
Total	848		70 101	4	on more et plus
			78/ 004		Total
			The same of the sa	The state of the s	

Table 3 - Tableau 3

lon		Nombre d'employés	dans le groupe de négociation	500 - 002	ı	-	-	1 501 - 2 000	1	7 -	- ~	1	et p]	Total
ining Unit groupe de négociat	Employees Covered	* visés	b 2	27.0	15.7	0,00	9,3	iŲ įŲ	۳. «۵	4.8	2.4	. 6	13.3	
e by Size of Bargas selon la taille du	Employees	Employés visés	Number - Nombre	158 534		52 535		32 285		28 420		54 385		587 064
Collective Agreement Coverage by Size of Bargaining Unit Répartition des conventions collectives selon la taille du groupe de négociation	Agreements	Conventions	84	63.4	18.4	7.0	5.2	2.1	0	6.0	7.0	6.0	9.0	
Collecti partition des conv	Agre	Conve	Number - Nombre	538	156	59	777	18	0	00	m	00	2	848
RÉ		Employees per Bargaining Unit		200 - 499	1		1	- 2	ا س	7	4 001 - 5 000		10 001 and over	Total

TABLE 04-TABLEAU 04

	1			7	_	_	_		_	_	_		_		_	_	_				_	_		_			_
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD, PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF, DIVERSES	TOTAL		
	MODIFIED UNION SHOP	IER SYNDICAL MODIFIE.	WORKERS		17 065		2 640	780	5 610	455	1 410	14 115	1 260	30 795	2 975		6 255		22 655		4 970	1	1 640	2 545	131 935		
	MOI	ATELIER	AGMTS		26	7	20	က	++	2	4	-	4	48	20	00	15	40	16	7	10	1	D	9	208		
	UNION SHOP	ATELIER SYNDICAL ATELIER SYNDICAL MODIFIE.	WORKERS		29 267	705		2 335	3 180	365	2 340	34 355		26 085	1 680	2 300	11 125	8 925		9 295	5 475	205	2 110	1 105	223 662		
E E	IND	ATELIE	AGMTS		27	2	16	9	7	-	9	16	9	53	4	0	31	+	20	16	10	_	വ	4	312	,	
UNION SECURITY SECURITE SYNDICALE	CLOSED SHOP	ATELIER FERME	WORKERS		1 590	1	ì	450	295		32 815	215	200	5 465	2 090	ı	200	250	1 365	1	250	ı	1	I	48 655		
SECURI	CLOS	ATEL.	AGMTS		IJ	1	ı	-	4-	2	16	-	-	12	10	1	-	-	2	1	-	1	ı	1	54		
. :	NO PROVISION	AUCUNE DISPOSITION	WORKERS		3 520	1	895	840	18 698	570	ı	1	490	4 325	1					30 800	1 875	1 825	068 9	2 295	152 102		
	ON P	DISE	AGMTS		+	1	m	m	34	2	1	1	2	00	ı	00 (C)	27	12	16	32	4	9	17	IJ	223		
	ALL AGREEMENTS	CONVENTIONS	WORKERS		62 817	5 085	13 300							67 125							12 915		13 280	6 565	587 064		
	ALL AG	TOUT	AGMTS		114	6	26	TO I	മ	_	26	29	5	123	20	9	78	36	00	63	9	00	31	17	848		
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	IKANSPURIATION EQUIP.	ELECIRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL		

TABLE 04 (CONT'D.)-TABLEAU 04 (SUITE)

UNION SECURITY SECURITE SYNDICALE			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	CADUTCHOUC/PLASTIONE	INDUSTRIES DU CUIR	TEXTLE	BONNETER I	IND. DO VELEBRIA		PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. ME. AUX	MACHINE TO A LIE	TABONITY ELECTEDIO	PROUISE CELEVISION	CHADDADA VERTICAL DETECTION OF TROOPERS	TINDICIPAL TO THE CONTROL OF THE CON	TAND MANITE CITABLECO		TOTAL	
	OTHER	DISPOSITIONS	WORKERS		1	1	1 1	- 1	1	1	1	1	1 1	1	1	ı	1	1	ı	1	1	1	1	
	TIO TIV	DISPO	AGMTS		1	1	! !		1	ı	ı			1	ı	1	1	1	ı	ı	ı	1	1	
		L' ADHESION	WORKERS		11 375	1 1	533	661 -	1	ı	260	1	455	3 605	1 030	1 050	4 990	1 870	345	220	2 640	620	30 710	
	MAINT OF MEN	L' ADHESI	AGMTS		14	,	0 0	7 -	ı	1	-	4	. 23	- w	4	2	4	ល	-	-	4	2	51	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSIRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINI/PUBLISH/ALLIEU PPIMARY MFTA!	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE OS-TABLEAU 05

				_				_	_																
			GROUPE	IND. MANUFACTURIERES	ALTMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES DANSIED/IND COMMITTEE	IMPDIM /FDIT /CONN	DDEM TDANSECOM METALIX	FARDIC - DDDD METANY	MACHINERIE	FARRIC D'FOUTP TRANS	PRODUITS ELECTRIQUES	PROD MINIERS NON-MET	CHARBON/PROD PETROI	INDUSTRIE CHIMIOUE	IND. MANUF. DIVERSES	TOTAL	
	VOLUNTARY FOR OLD EMPL/COMPUL- SORY FOR NEW EMP	FACULTATIF POUR ANC EMPL/OBLIGA- TOIRE POUR NOUV.	WORKERS		1		1	1	1 105	ı	1	450	, C	3000	000	790	1 750	395	2 765		430	1 425	1	12 865	-
	VOLUN OLD EMP SORY FO	FACULTA ANC EMP TOIRE P	AGMTS		4	1	1	1	2	ı	1		1	- +	- 0	10	2 1	_	m	+	+	m	1	24	
	COMPULSORY CHECK-OFF (RAND FORMULA)	RETENUE OBLIGATOIRE (FORMULE RAND)	WORKERS		27 902		2 935		17 683	1 025	1	10 960	1 400					45 329		5 640	1 175	8 075	2 625	250 039	
ш	COMP CHI	RE OBL) (FORMU	AGMTS		43		7	9	35	4	ś	က၊	2 2	- 6	7.0	30.00	21	32	39	13	e	17	7	342	
CHECK-OFF RETENUE SYNDICALE	VOLUNTARY CHECK-OFF	RETENUE VOLONTAIRE	WORKERS TRAV		6 870		2 690		3 940	1	1 300	1 960	350			4 190		6 780	2 855		515	2 315	1 535	68 835	
CHERENUE	VOL	RE	AGMTS		T.	2	D	F	4	1	m	4 -	000	0,0	טו ונ	0	נט	00	5	00	2	9	2	10	
	NO PROVISION	AUCUNE DISPOSITION	WORKERS		610	ŀ	410	1	405	1	ı	1	י כן	210)	725	300	400	220	1	255	385	ı	16 775	
	NO PR	AL	AGMTS		2	ı	-	1	-	ı	,	1	24		1	2	-	-	-	1	-	-	1	36	
	REEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300		27 783			48 945	· ·	_		27 475		111 794	45 600	12 915		13 280	6 565	587 064	
1	ALL AGREEM	TOUT	AGMTS		114	တ	26	ئ ت	വ	7	26	67.	123	20	61	78	36	80	63	37	80	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITING MILLS	WOOD INDUSTRIES	FUDNITUDE & FIXTUDES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE OS (CONT'D.)-TABLEAU OS (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	CANITCHOIC/PLASTIONE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VELEMENI	WEUR FS	PAPTER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	EARDIC DIED TOANS	DODOLITA FIEDTRIOLES	DOOD MINIEDS NON-MET	CHARRON/DRON DETROIT	INDICATE CHIMICIE	TAID WANIE DIVEDUE	LIND. MANOL OIL	TOTAL	
CHECK-OFF RETENUE SYNDICALE	ОТНЕК	AUTRES	WORKERS TRAV		1	1	1 1		,	1	1	1			1	1	1	1	1	ı	1	1	ı	
	TO	AUT	AGMTS		1	1	1		1	1	1	1		1 3	1	1	1	1	1	1	1	1	1	
	OMPULSORY CHECK -OFF FOR UNION MEMBERS ONLY	RETENUE OBLIGA- TOIRE POUR SYN- DIQUES SEULS	WORKERS		26 325	2 650	7 265	4 650	835	35 265				3 0 0/3		2 075	58 890		4 495	205	1 080	2 405	238 550	
	COMPULSORY -OFF FOR U	RETENUI TOIRE P	AGMTS		20	D.	ω σ	D +	· m	23	21	7	48	<u>ν</u> σ	29	7	46	15	6	-	4	00	331	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 06-TABLEAU 06

				TURIERES	ALTMENTS ET BOTSSONS	DUITS)	/PLASTIOUE	DU CUIR			TEMENT	DU BOIS		CONNEXES	T./CONN.	PREM. TRANSFORM. METAUX	D. METAUX		UIP. TRANS.	ECTRIQUES	S NON-MET.	D. PETROL.	HIMIOUE	IVERSES		
			GROUPE	IND.MANUFACTURIERES				INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSF	FABRIC PROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET	CHARBON/PROD, PETROL	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	MORE THAN 2 MOS UP TO 3 MONTHS INCLUSIVE	JUSQU'A 3 MOIS INCLUSIVEMENT	WORKERS		33 460		9 385	2 290	21 678	575	1 945	ı	490	18 280		43 495		8 600		29 385		ı	8 970	2 735	263 198	
	MORE TH UP TO INC	PLUS DE JUSQU'A INCLUSI	AGMTS		46	+	17	ດ	35	2	D.	ı	2	32	00	36	34	16	20	29	11	1	19	7	352	
	MORE THAN 1 MO. UP TO 2 MONTHS INCLUSIVE	PLUS DE 1 MOIS JUSQU'A 2 MOIS INCLUSIVEMENT	WORKERS		19 197	4 545	1 775	2 430	5 240	8 15				18 315	410			10 430		9 700	7 040	1	1 730	2 150	174 546	
10D RE	MORE TO UP TO INC	PLUS DE JUSQU'A INCLUSI	AGMTS		42	00	2	0	TO.	m	4	21	o	42	2	16	42	14	28	25	17	ı	വ	7	314	
PROBATIONARY PERIOD PERIODE PROBATOIRE	E MONTH R LESS	UN MOIS OU MOINS	WORKERS		5 950	ı	t	840	f	210		5 555		11 100	1 400	1	2 460	1 320	1 700	1 420	725	i	ŝ	1	62 280	
PROBAT PERIODI	ONE	5 8	AGMTS		13	1	1	qu-	1	-	12	80	2	20	m	ı	4	7	2	2	0	ı	1	1	73	
	NO PROVISION	AUCUNE	WORKERS		890	ı	1	í	605		2 700	ı		17 710	1 670	200	ı	1	400	220	1	1	225	ı	24 880	
	NO PR	AL DISF	AGMTS CONV		က	ł	i	ı		-		1	1	7	Ω.	-	1	1	que .	-	1	1	-	,	43	
	REEMENTS	CONVENTIONS	WORKERS TRAV		62 817		13 300																	6 565	587 064	
	ALL AGREEME	TOUT	AGMTS		114	00	26	TO I	223	7	26	29	000	123	200	101	0 0	300	x (x	63	3	00	m m	14	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEXTILE INDUSTRIES	KNITTING MILLS	CLUIHING INDUSTRIES	WOOD INDUSTRIES	DARTE AND ALLER	PAPEK AND ALLIED	PRINI / PUBLISH/ ALLIED	MITAL FADATOATTO	MACHINEDY INDUSTRIES	TRANSPORTATION TOTAL	FERTION EQUIP.	ELECIKICAL PRODUCTS	NONMETAL MINERAL PROD	PEIRULEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 06 (CONT'D.)-TABLEAU 06 (SUITE)

					_	_	_			_		-		_		_	_		-						-	 1
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	DOMNICTORIC	TIND DI VETEMENIT	IND. OU VEIENTENTE	MELIBIES	PAPIER/IND. CONNEXES	IMPRIM, /EDIT. /CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	IATOT	2	
	ОТНЕВ	AUTRES	WORKERS		1	1	ı	ı	1	1		1	ı	1	1	ı	1	1	1	1	i	ı	,	1		
	0	DISPO	AGMTS		1	1	+	ı	1	:)	1	ı	,	1	1	1	1	ı	1	1	1	1	ı		
	MORE THAN 6 MOS	E 6 MOIS	WORKERS		ı	1	ı	ı	1		1		1	,	1	1	1	1	1	1	205	1	1	r C C	202	
OD E	MORE TH	PLUS DE	AGMTS		t	1	ı)	1	1	ı			1	ı	1	1	1	1	1	-	1	1	-	-	
PROBATIONARY PERIOD PERIODE PROBATOIRE	MORE THAN 5 MOS UP TO 6 MONTHS INCLUSIVE	LUS DE 5 MOIS USQU'A 6 MOIS INCLUSIVEMENT	WORKERS TRAV		825	ı	800	1	1	1	005	ı	1 1	2 200	200	245	585	1	1 720	1	1 365	645	200	0	9 063	
PROBATI PERIODE	MORE TH UP TO INC	PLUS DE JUSQU'A INCLUSI	AGMTS		m	ı	-	ı	ı	,	-	1	1			-	2	ŀ	m	1	4	2	-	C	707	
	ORE THAN 4 MOS UP TO 5 MONTHS INCLUSIVE	LUS DE 4 MOIS USQU'A 5 MOIS INCLUSIVEMENT	WORKERS		1 540	1	1	1	ı	1	ı	ı	1	070	2 2 2)	,	29 560	2 020	1	325	290	1 275		36 230	
	MORE TH UP TO INC	PLUS DE JUSQU'A INCLUSI	AGMTS		4	ì	ı	1	1	1	3	1				,	1	9	-	1	-	-	-	t	-	
	UP TO 4 MONTHS INCLUSIVE	E 3 MOIS A 4 MOIS SIVEMENT	WORKERS		955	1	1 340	ı	260	ŀ	400		(2005	7 230	- 1	210	800	1 135	1	685	1 420	205		16 640	
	MORE THAN 3 UP TO 4 MOI INCLUSI	PLUS DE 3 JUSQU'A 4 INCLUSIVE	AGMTS		m	1	m	1	-	4	-	3	1	n	,)	0	-	. 2)	0	m	-		28	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	METAL EARBICATING	MACHINEDY INDIETES	TRANSPORTATION FOULD	FI FOTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLETIM & COA! PROD	CHEMICAL & CHEM PROD	MISC. MANUFACTURING		TOTAL	

TABLE 07-TABLEAU 07

				_				_	_																
SYNDICAUX			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOTSSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE		INDUSTRIES DU BOIS	MEUBLES PARTER/TRIP COMMITTEE	IMPRIM /FDIT /CONN	PREM TRANSFORM METAUX	FABRIC, -PROD, METAUX	MACHINERIE	FABRIC, D'EQUIP, TRANS,	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET.	CHARBON/PROD, PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
S	COMBINATION: SPECIAL SKILLS & UNION OFFICIALS	COMBINAISON: APTITUDES SPEC. REPR.SYNDICAUX	WORKERS		650	455	485	ı	410	ı	1	285	1 + C	0 1	1 265	395	1 195	5 015	5 050	1 625	1	435	ı	19 220	
PECIAL S	COMBI SPECIAL UNION	COMBI APTITU & REPR.	AGMTS		0	-	2	1	-	ı	1	-	C	N 1	2	+	4	7	9	4	1	_	1	34	
SPECIAL SENIORITY FOR UNION OFFICIALS AND/OR EMPLOYEES WITH SPECIAL SKILLS PRIVILEGIEE FOUR EMPLOYES AVEC APTITUDES SPECIALES ET/OU POUR REPRESENTANTS	UNION OFFICIALS	REPRESENTANTS SYNDICAUX	WORKERS		16 665		6 755						2 0 0		25 875	15 485		92 305	33 720	7 740	1	5 325	3 335	245 830	
EMPLOYE CIALES E	UNION	REPRE	AGMTS		26	m	-	വ	-	m ·	4 ,	4 0) a	-	21	43	21	59	43	14	1	00	10	305	,
LS AND/OR TUDES SPE	EMPLOYEES WITH SPECIAL SKILLS	EMPLOYES POSSED- ANT APTITUDES SPECIALES	WORKERS		4 620	1 425	300	595	1 105		210	1 1	, t)	2 895	725	720		2 430	475	1	260	1	18 655	
OFFICIA VEC APTI	EMPLOY	EMPLOYE ANT A SPE	AGMTS		7	2	-	-	-	1	_	1 1	C	1	מ	m	2	4	m	2	1		1	36	
FOR UNION MPLOYES A	NO PROVISION	AUCUNE DISPOSITION	WORKERS		40 882	1 465			18 863		33 690	4 / O22	80 SO		32 110	10 870	4 440			3 075	2 580	7 260	3 230	303 359	
VIORITY POUR E	NO PR	AU	AGMTS		79	m	12	o (40	4 .	N C	4 6	110	19	33	3.4	0	100	-	-	00	21	7	473	
SPECIAL SENI PRIVILEGIEE	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	10	13 300		27 783	_ ,	36 565		۰ ۰	-		27 475		111 794		12 915	- 1	13 280	6 565	587 064	
ANCIENNETE P	ALL AG	TOUT	AGMTS		114	0	26	רט ק רט נ	233	- 00	200	N C.	103	20	61	78	36	80	89	31	00	3.1	17	848	
ANCIE			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSTRIES	CALILE INDUSIRIES	NATION OF TABLES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 08-TABLEAU 08

				SEAVANCE	NIORITY MENT SE	SENIDRITY ON PROMOTION AVANCEMENT SELON L'ANCIENNETE	ION					
	ALL AGREEM	REEMENTS	NO PR	NO PROVISION	STR	STRAIGHT	SENIOR	SENIORITY AND OTHER FACTORS	STRAIGHT IF OTHER EQUAL/SU	STRAIGHT SENIOR. IF OTHER FACTORS EQUAL/SUFFICIENT		
	TOUT	CONVENTIONS	AU DISP	AUCUNE DISPOSITION	ANCI	ANCIENNETE SIMPLE	ANCIENN	ANCIENNETE AVEC	ANCIENNETE SI AUTRES EQUIV. OU	RES FACT.		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS TRAV	GROUPE	
MANUFACTURING											IND.MANUFACTURIERES	
FUUD AND BEVERAGE	114	62 817	2	1 250	4	1 650	45	26 162	63		ALIMENTS ET BOISSONS	
TOBACCO PRODUCTS	6		1	ı		250	2		9		TABAC (PRODUITS)	_
RUBBER AND PLASTICS	26			1 040	-	200	9	3 665	9	8 395	TABLICABLES ALL CHIES	
LEATHER INDUSTRIES	1 ت	5 560	7	1 000	ı	240	4 60	1 335	788	11 113	TEXTILE	_
VALITATINO MILLS	20	1 860	- *-	210	- 1	1	, -		r)	1 420	BONNETERIE	
CIOTHING MILLS	26		19	33 575	1	1	4	1 065	e	1 925		
WOOD INDUSTRIES	29			250	ı	1	15	44 070	13		INDUSTRIES DU BOIS	
FURNITURE & FIXTURES	13		-	200	1	1	9 9		0 7		MEUBLES PARTER/IND CONNEYES	_
PAPER AND ALLIED	123		,	1	4	7 250	24 20 c	25 480		34 340 000 000 0000	IMPRIM /FDIT /CONN.	
PRINT/PUBLISH/ALLIED	20	9 9/5 62 145	_	290	-	370	24	17 360	35		PREM. TRANSFORM. METAUX	_
METAL FARRICATING	78			835	,	1	28	10 975	47		FABRICPROD. METAUX	
MACHINERY INDUSTRIES	36	21 745	m	1 480	1	ı	12		200		MACHINERIE	_
TRANSPORTATION EQUIP.	88	111 794		7 575	4	2 625	34		42		FABRIC.D'EQUIP. TRANS.	
ELECTRICAL PRODUCTS	63			3 825	<u>е</u>	1 200	28		26		PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD	31			ı	ı	ı	14		-	0 8 70	CHAPPON / PPON DETPOI	
PETROLEUM & COAL PROD	80	2 580	ı	í	1	1	4		4 1		TABLISTATE CHIMIONE	
CHEMICAL & CHEM. PROD	31	13 280	-	225	-	480	14	7 140	3	5 435	INDUSTRIE CHIMIQUE	
MISC. MANUFACTURING	17	6 565	1	ı	ı	1	9	3 315	-	3 250	IND. MANOR . DIVERSES	
TOTAL	848	587 064	63	57 275	20	14 265	323	255 071	442	260 453	TOTAL	
												\neg

TABLE 09-TABLEAU 09

			T	T	_	_		_	_	_	-	_		_		_	_	_	_	_	_	_	_			
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	STRAIGHT SENIOR. IF OTHER FACTORS EQUAL/SUFFICIENT	TE SEULE ES FACT. OU SUFF.	WORKERS		20 900	J	3 270		5 985	570	860	32 615	2 040	24 800		37 395	13 375	7 145	17 835	6 050	4 085	1 605	3 000	2 690	189 445	
	STRAIGHT IF OTHER EQUAL/SU	ANCIENNETE SI AUTRES EQUIV. OU	AGMTS		44	1	+ +	9	16	2	m	13	7	54	7	26	41	13	26	13	12	4	00	00	314	
	SENIORITY AND OTHER FACTORS	ANCIENNETE AVEC AUTRES FACTEURS	WORKERS		32 092	705	8 180		13 925	595	3 480	15 630	1 710	27 225		21 085	9 745		58 270	36 865	6 450	685	10 055	3 625	267 942	
LAY-OFF L'ANCIENNETE	SENIO	ANCIEN	AGMTS		48	2	10	9	20	2	7	13	ເລ	57	0	29	29	20	42	44	0	m	22	80	377	-
SENIORITY ON LAY-OFF A PIED SELON L'ANCIE	STRAIGHT SENIORITY	ANCI ENNETE SIMPLE	WORKERS		9 375	4 380	1 340		7 378		25 675	700	200	14 230		3 665					2 175	290	225	250	113 908	
SENIORITY ON A PIED SELON	STR	ANCI	AGMTS		21	7	4	2	12	2	7	m	-	16	9	9	9	m	19	9	S	_	-	-	132	
MISE	NO PROVISION	AUCUNE DISPOSITION	WORKERS		450	ı	510	840	495		6 550	ı	ı		3 230	1	2 050	t	323	1	202	,	f	1	15 769	
	NO PR	AUDISP	AGMTS		+	i	_	-	7	-	Ø.	1	1	N	4	1	2	í	-	ı	_	ı	1	ı	25	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS TRAV		62 817	5 085																	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	o o	26	1 5	വ		26	29	13	123	20	61	78	98	00	63		00	m	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	IEXILE INDUSTRIES	KNITTING MILLS	CLUIHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	KANSPURIALION EQUIP.	ELECIRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 10-TABLEAU 10

PIED	12 MOS MONTHS SIVE	12 MOIS 18 MOIS VEMENT	WORKERS TRAV GROUPE	IND.MANUFACTURIERES	12 155 ALIMENTS ET BOISSONS	- TABAC (PRODUITS)	300 INDISTRIES DI CUIR	TEXTILE	- BONNETERIE	IND. DU VET	36 435 INDUSTRIES DU BOIS	F	14 920 PAPIEK/IND.COMNESS		1 510 FABRICPROD. METAUX	220	550		1 350 PROD.MINIERS NON-MET.	_		205 IND. MANUF, DIVERSES	80 905 TOTAL	
MISE A PI	MORE THAN 12 MOS UP TO 18 MONTHS INCLUSIVE	PLUS DE 12 MOI JUSQU'A 18 MOI INCLUSIVEMENT	AGMTS		o	1	1	വ -	1	1	=	(200	7 7	4	9	מ	4	m	1	m	-	82	
D E	MORE THAN 6 MOS UP TO 12 MONTHS INCLUSIVE	PLUS DE 6 MOIS JUSQU'A 12 MOIS INCLUSIVEMENT	WORKERS		14		5 400	9	935	-	-	m ;	14 580	m	4	2 610		2 625	4 550	1 605	4 080	2 240	83 365	
RING LA	MORE UP TO IN	PLUS U JUSQU INCLI	AGMTS		38		2 2		4				~	7 1	14	9	12	7	1 +	4	12	4	194	
RETENTION OF SENIORITY DURING LAYOFF DROITS D'ANCIENNETE DURANT LES PERIODES	UP TO INCLUDING MONTHS	JUSQU'A 6 MOIS INCLUSIVEMENT	WORKERS		6 440	ı	1	355	1	300	450	1	7 470	4 105	1 070	ı	1 700	ı	1	225	1	200	23 620	
ANCIENT	AND 1	INCLI	AGMTS		16	1	1	-	ı	-	-	1	-	4 +	4	1	-	1	1	-	1	_	50	
	NO PROVISION	AUCUNE DISPOSITION	WORKERS		5 960		200	200	210	33 355	665		3 545	4 650	220		759	1	1	290	260	1	54 439	
rion Des	NO PR	AL	AGMTS		10		- 1	-	-	20	2		∞ (-	,	2	1	1	-	-	,	64	
CONSERVATION	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	10	13 300	27 783	_	"	48 945	0	67 125	9 975 62 145	27 475		_	10	~	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	0	26		7	26	29	13	123	20	2 0 0	98	000	63	+ 60	80	34	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSIRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	METAL FABDICATING	MACHINERY INDUSTRIES	TRANSPORTATION FOULD	FI FOTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROI FUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 10 (CONT'D.)-TABLEAU 10 (SUITE)

		CONSERVATION DES	TON DES		ANCIENN	RETENTION OF SENIORITY DURING LAYOFF DROITS D'ANCIENNETE DURANT LES PERIODES	TING LAY	의 의	MISE A	PIED		
	MORE THAN 1 UP TO 24 MO INCLUSI	MORE THAN 18 MOS UP TO 24 MONTHS INCLUSIVE	MOR 24	MORE THAN 24 MONTHS	GRADU LE OF S	GRADUATED PER LENGTH OF SERVICE	LENG SPECI INDE	LENGTH NOT SPECIFIED OR INDEFINITE	D	OTHER		
	PLUS DE 18 JUSQU'A 24 INCLUSIVE?	LUS DE 18 MOIS USQU'A 24 MOIS INCLUSIVEMENT	PL 24	PLUS DE 24 MOIS	FONCT ANN SE	FONCTION DES ANNEES DE SERVICE	NON SI	PERIODE NON SPECIFIEE OU INDEFINIE	AU	AUTRES DISPOSITIONS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND. MANUFACTURIERES	_
FOOD AND BEVERAGE	24	11 882	מ	1 655	4	4 090	00	5 645	1	Ē	ALIMENTS ET BOTSSONS	
TOBACCO PRODUCTS	i	1	1	ı	_	250	2		1	1	TABAC (PRODUITS)	
RUBBER AND PLASTICS	9	2 110	00	4 715	00	5 150	-	610	1	ı	CAOUTCHOUC/PLASTIQUE	
LEATHER INDUSTRIES	-	250	+			300	1	ı	1	ı	INDUSTRIES DU CUIR	
TEXTILE INDUSTRIES	18	8 923	m	2 690	10	6 415	1	1	1	ı	TEXTILE	
KNITTING MILLS	N	715	1	1	ı	ı	1	1	1	,	BONNETERIE	
CLOTHING INDUSTRIES	-	400	-	1 265	1	ı	-	210	1	1	IND. DU VETEMENT	
WOOD INDUSTRIES	ო	1 285	4	202	4	8 160	4	260	1	ı	INDUSTRIES DU BOIS	
FURNITURE & FIXTURES	7	645	ı	1	1		1	1	-1	1	MEUBLES	
PAPER AND ALLIED	24	17 505	4		13	6 440	2	940	ı	ŀ	PAPIER/IND.CONNEXES	
PRINT/PUBLISH/ALLIED	1	1	2		1	ı	2	430	1	1	IMPRIM. / EDIT. / CONN.	
PRIMARY METAL	20	17 190	10	20 180	_	13 185	2	3 740	ı	ı	PREM. TRANSFORM, METAUX	
METAL FABRICATING	29	10 055	18	7 445	7	2 865	4-	200	ı	1	FABRICPROD. METAUX	
MACHINERY INDUSTRIES	12	12 080	9		9		1	1	1	1	MACHINERIE	
IRANSPORTATION EQUIP.	22	15 540	29		t ₂	11 160	2	1 025	,	ı	FABRIC. D'EQUIP. TRANS.	
ELECTRICAL PRODUCTS	21	10 935	24	21 060	9	7 715	-	630	1	1	PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD	7	2 560	4	1 470	מו	2 735	-	250	ı	1	PROD. MINIERS NON-MET.	
PETROLEUM & COAL PROD	ı	ſ	1	1	-	255	+-	205	1	,	CHARBON/PROD. PFTROI	
CHEMICAL & CHEM. PROD	വ	2 240	9	2 820	4	2 700	1	1	1	1	INDUSTRIE CHIMIQUE	
MISC. MANUFACTURING	_	2 390	2	450	2	1 080	ı	1	1	ı	IND. MANUF. DIVERSES	
TOTAL	204	116 705	124	137 245	105	75 630	25	15 155	1	ı	TOTAL	

TABLE 11-TABLEAU 11

	1		1								-	_	_					_	-	_						
RETENTION OF SENIORITY DURING ILLNESS CONSERVATION DES DROITS D'ANCIENNETE PENDANT LA MALADIE			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	MORE THAN 12 MOS UP TO 18 MONTHS INCLUSIVE	PLUS DE 12 MOIS JUSQU'A 18 MOIS INCLUSIVEMENT	WORKERS		195	1	ı	1	210	225	1	1	210	1 910	270	1	610	220	1 790	325	200	1	200	ł	7 665	
			AGMTS		m	1	1	1	-	-	1	t	-	4		1	2	-	7	-	-	ı	-	1	19	
	MORE THAN 6 MOS UP TO 12 MONTHS INCLUSIVE	PLUS DE 6 MOIS JUSQU'A 12 MOIS INCLUSIVEMENT	WORKERS		4 195	950	1 215	1 785	1 740		23 695	8 115	275	10 855		2 020				4 4 10	430	1	1 440	465	71 775	
			AGMTS		J.	Ţ	4	m	9	2	00	Ŋ	_		1	4	00	9	S)	7	2	1	m	2	83	
	UP TO AND INCLUDING 6 MONTHS	JUSQU'A 6 MOIS INCLUSIVEMENT	WORKERS		7 410	1	200	1	2 360	1	1 890	ι	1	3 605	1 980		3 220		21 465	1 150	200	225	820	1 005	48 495	
		INCLL	AGMTS		4	1	-	1	4	,	4	1	1	0	2 1	m 1	D.	-	9	-	-	-	-	2	42	
	NO PROVISION	AUCUNE DISPOSITION	WORKERS TRAV		11 490	455	400	1 345	1 000			2 080			4 450	026	2 /00		6 869	200	1 745	290	2 525	ı	63 734	
			AGMTS		24	-	7	m	m	- (6	. U	(3.1	0,0	n (0	m 1	,	y - 1	m	+	7	1	125	
	SREEMENTS	TOUTES LES CONVENTIONS	WORKERS TRAV		62 817	5 085			27 783		9	48 945	ז מי	67 125	J) (1 V					12 915	2 580	13 280	6 565	587 064	
	ALL AGREEM		AGMTS		114	0	26	1 - 1	53	7	56	29	200	123	220	1 0	0 (95	80 (50	100	1 00	34	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	CONTING MILLS	CEUTING INDUSTRIES	WOOD INDUSTRIES	DADED AND ALLIED	PAPER AND ALLIED	PRINI/PUBLISH/ALLIEU	METAL CABDICATING	METAL FABRICATING	TOANCHONTATION TOWN	TITOTETTO AL PROPINCE	MONIMETAL MINITERS	NOINME AL MINEKAL PRUD	PEIKULEUM & CUAL PRUD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 11 (CONT'D.)-TABLEAU 11 (SUITE)

				RIERES	SOISSONS	ITS)	ASTIQUE	DU CUIR			IENT	DU BOIS		INNEXES	/conn.	M. METAUX	METAUX		P. TRANS.	ELECTRIQUES	NON-MET.	PETROL.	MIQUE	ERSES			
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	IES	TEXTILE	BONNETERIE		IES	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS	PRODUITS ELEC	PROD. MINIERS NON-MET	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL		
	OTHER	AUTRES DISPOSITIONS	WORKERS		13 940	235	805		3 870	365	1	4 580				8 660		3 170		3 350	5 255	1 235	4 060	1 200	96 700		
VOIE		ALDISPO	AGMTS		35	-	2	2	9	-	ı	6	-	33	(C)	13	16	00	26	0	13	n	7	-CJ	199		
RETENTION OF SENIORITY DURING ILLNESS CONSERVATION DES DROITS D'ANCIENNETE PENDANT LA MALADIE	LENGTH NOT SPECIFIED OR INDEFINITE	PERIODE NON SPECIFIEE OU INDEFINIE	WORKERS		13 375	3 445			4 625	230		33 515	745	11 090					17 660	14 640	2 745	830	1 575	3 105	136 925		
ING ILL	SPEC	NON 11	AGMTS		23	9	9			-	2	7	n	23	m	20	14	00	15	14	9	m	4	S	175	,	
RETENTION OF SENIORITY DURING ILLNESS TION DES DROITS D'ANCIENNETE PENDANT	GRADUATED PER LENGTH OF SERVICE	FONCTION DES ANNEES DE SERVICE	WORKERS		230	ı	3 340		6 745	220	255	ı	ı	ı	1	7 290	890		2 135	995	ı	ı	1	1	22 335		
OF SEN	GRADI LI OF	FONCT	AGMTS		-	1	4	,	-	apa-	-	1	1	ı	(9	m	_	4	n	1	1	1	1	35		
RETENTION ATION DES	MORE THAN 24 MONTHS	PLUS DE 24 MOIS	WORKERS		6 110	ŀ	1 485	1 160	1 298	ı	1 265	202	320	290	1		2 160			15 865	1 050	•	1 290	ı	92 263		
CONSERV	MOF 24	26	AGMTS		9	ı	4	4	2	ı	_	-	-	_	,	נט		4	16	17	2	ı	4	1	75		
	MORE THAN 18 MOS UP TO 24 MONTHS INCLUSIVE	LUS DE 18 MOIS USQU'A 24 MOIS INCLUSIVEMENT	WORKERS		4 872	ı	1 995	1	5 935	ı	400	450	1 8 10	3 830	230	3 655	5 980	6 805	3 695	4 665	066	3	1 070	790	47 172		
	MORE THAN 18 UP TO 24 MON INCLUSIV	PLUS DE 18 JUSQU'A 24 INCLUSIVER	AGMTS		<u>₹</u>	1	m)	-	1	agen. I	0	ا ما ا	∞ ¬	- t	_	0	4	7	10	<u>ო</u>	1	4	m	95		
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINI/FUBLISH/ALLIEU	PKIMAKY METAL	MEIAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL		

TABLE 12-TABLEAU 12

BUMPING RIGHTS

													_			_		_		_			_			 _
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTLE	BONNETERIE		INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	OTHER	AUTRES DISPOSITIONS	WORKERS		1	1	ı	1	ı	1	ł	ı	1	1	ı	1	1	1	t	1	,	1	1	1	ı	
	O	DISPO	AGMTS		1	ŧ	ı	1	1	1	ı	1	(ı	1	1	1	1	1	1	1	1	ı	ı	1	
	RESTRICTED RIGHT TO BUMP	DROIT	WORKERS		13 310				14 488	225	615	4 515				23 655	12 910	7 425	51 329	21 260	5 675	1 050	5 545	3 915	208 217	
ENT	REST	RES	AGMTS		30	m	18	7	32	-	2	0	m	4 1	D	31	37	17	45	30	13	4	15	10	354	
DROITS DE DEPLACEMENT	UNRESTRICTED RIGHT TO BUMP	AUCUNE RESTRICTION	WORKERS		10 790		3 305		9 540	1	1	2 335		19 565	495	18 885	3 980	8 520	49 695	21 030	3 915	1 305	2 995	405	159 925	
ROITS D	UNRES	AUREST	AGMTS		19	m	9	2	13	ı	1	7	2	39	2	19	12	10	24	23	-	n	9	2	203	
Ω	NO PROVISION	AUCUNE	WORKERS		38 717	1 875	695	3 050	3 755		35 950	42 095	1 965	22 450	6 130	19 605	10 585	5 800	10 770	3 310	3 325	225		2 245	218 922	
	NO PR	AU	AGMTS		65	က	2	9	00	9	24	12	80	43	13	-	29	0	19	10	7	-	10	Ŋ	291	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300		27 783	1 860	36 565	48 945	3 950	67 125	9 975		27 475		111 794	45 600	_	_	13 280		587 064	
	ALL AG	TOUT	AGMTS		114	6	26	15	53	7	26	29	13	123	20	61	78	36	88	63	3 5	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FARRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEIM & COAL PROD	CHEMICAL & CHEM PROD	MISC. MANUFACTURING	TOTAL	

TABLE 13-TABLEAU 13

					NOTICE AVIS DE	NOTICE OF LAYOFF	0	-			
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	5 DAYS	OR LESS	6 70	TO 10 DAYS	11 TO	TO 15 DAYS	
	CONV	TOUTES LES CONVENTIONS	AU	AUCUNE DISPOSITION	5 JOURS	OU MOINS	6 A 1	10 JOURS	11 A	15 JOURS	
	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
											IND. MANUFACTURIERES
	114	62 817	52	26 925		27 742	-	4 990	1	ı	ALIMENTS ET BOTSSONS
	D	5 085		1 490	J.	2 600	_	760	-	235	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	טז	1 260	15	8 320	9	3 720	ı	1	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15					006	2	1 790	1	1	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	മാ			16 343	~	9 965	m	1 195	1	1	TEXTILE
	7			445			1	1	1	1	BONNETERIE
CLOTHING INDUSTRIES	26						-	200	1	1	IND. DU VETEMENT
	29				13		-	380	1	ı	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	0			2 375			ı	1	1	1	MEUBLES
	123					14 895	10	4 610	m	1 970	PAPIER/IND.CONNEXES
PRINT/PUBLISH/ALLIED	20						7		7	1 070	IMPRIM./EDIT./CONN.
	61	62 145					0	5 490	-	350	PREM. TRANSFORM. METAUX
	78			7 040	46	16 375	4	1 505	-	405	FABRIC, -PROD, METAUX
MACHINERY INDUSTRIES	36					10 860	9	7 550	ı	ŧ	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794		13 135		70 434	9	2 465	-	205	FABRIC, D'EQUIP, TRANS.
ELECTRICAL PRODUCTS	63	45 600		3 880		35 480	00	3 460	1	1	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	9	12 915		1 520	20	9 290	4	1 405	1	ı	PROD MINIERS NON-MET
PETROLEUM & COAL PROD	σ	2 580		2 375	-	205	1	í	1	ı	CHARBON/PROD. PETROI
CHEMICAL & CHEM.PROD	3	13 280	10	3 535	_	4 850	4	1 655	1	4	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	80	3 610	9	1 965	m	066	1	1	IND. MANUF. DIVERSES
	848	587 064	333	223 468	390	272 601	α	42 910	σ	735	TOTAL
								į)		1
Ī											

TABLE 13 (CONT'D.)-TABLEAU 13 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. MEIAUX	FABRIC PROD. METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL		
	41 TO 60 DAYS	41 A 60 JOURS	WORKERS TRAV		1	1	i	ı	1	ŀ	ı	ı	ı	ı	,	ı	ı	1		1	ı	ı	1	ı	1		
	41 TC	41 A	AGMTS		ı	ı	ı	ı	1	1	1	1	1	ı	1	1	1	ı	1	ı	ı	1	1	ı	ı		
	31 TO 40 DAYS	A 40 JOURS	WORKERS TRAV		1 040	1	1	1	1	1	1	1	ı	1	ı	ì	1	1	1	1	,	1	1	ı	1 040		
-Ω	31 TO	31 A	AGMTS		2	1	ı	1	í	1	1	ı	1	1	1	ı	ı	ı	1	ı	1	1	1	1	2		
NOTICE OF LAYOFF	TO 30 DAYS	A 30 JOURS	WORKERS		1	ı	1	1	ı	1	1	t	1	415	1	1	1	1	1	1	1	1	1 600	ı	2 015		
NOTICE OF L	26 T0	26 A	AGMTS		1	1	1	1	1	1	1	ı	ı	2	1	j	1	1	1	1	1	1	-	t	m)	
Ä	21 TO 25 DAYS	A 25 JOURS	WORKERS		ı	ı	,	1	1	1	1	1	1	310	ı	1	1	1	ı	1	1	ı	1	1	310)	
	21 TO	21 A	AGMTS		1	1	1	1	1	ı	1	1	1	-	1	ı	1	t	1	1	ı	ı	,	1	-		
	20 DAYS	16 A 20 JOURS	WORKERS		1	1	ı	1	1	1	1	1	F	ı	1	ı	1	1	395	1	1	ı	1	1	200		
	16 T0 20	16 A	AGMTS		,	1	t	,	1	1	1	1	1	,	1	1	ı	1	-	1	1	1	1	1	-	-	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC, MANUFACTURING	TOTAL	0 .	

TABLE 13 (CONT'D.)-TABLEAU 13 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	EXIILE DOMNITTOIT	IND DI VETEMENT	INDUSTRIES DU BOTS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP. TRANS.	PRODUILS ELECTRIQUES	PROD. MINIERS NON-MET.	TANDLETETE CHIMICAL	IND. MANUF. DIVERSES	IATO	
NOTICE OF LAYOFF AVIS DE MISE A PIED	ОТНЕВ	AUTRES DISPOSITIONS	S WORKERS V TRAV		3 1 860	ı	,	505	787	1	,	'	1 680			2 .		25 160			1 640		36 910	
NOTI AVIS D	GRADUATED		WORKERS AGMTS TRAV CONV		260	t	1	1 1		1	ı		1	1	322	1	1	1 670	000	000		1	2 955	
	GRADI	ECHELONNES	AGMTS		+	ı	1	1 1	1 1	ı	1	1	ı	1	-	à	1 1	C) +	- '	1	1	9	
	OR MORE	s ou PLUS	WORKERS		ſ	1	1) (: 1:	ı	1	1	1	225	1	1	1 1		1		1	1	225	
	61 DAYS OR	61 JOURS OU	AGMTS		1	1	ı	1 1	1	1	1	1	ı	-	ı	ł	1 1	1	,	ı	ı	ı	-	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	METAL CADDICATINO	MACHINEDY INDUCTORES	TRANSPORTATION FOLID	FLECTRICAL PROPICTS	NONMETAL MINERAL PRODU	PETROI FIM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 14-TABLEAU 14

					_	_			_						_	-		_				_			
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES OU COIR	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.IRANS.	PRODUITS ELECTRIQUES	PROD MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	SENIOR. FACTORS FICIENT	SEULE FACT. SUFF.	WORKERS		21 340	1		7 040		099	4 615									4 085	1 302	1 930	2 690	8 610	
	HT SER ER FAC SUFFIC	NETE S RES F/															ស					_		148	
	STRAIGHT SENIOR. IF OTHER FACTORS EQUAL/SUFFICIENT	ANCIENNETE SEULE SI AUTRES FACT. EQUIV. OU SUFF.	AGMTS		45	1	0 1	-	n C	2 1	12	9	46	R	22	41	-	24	13	12	m	S.	∞	293	
	AND	EURS	WORKERS		5 082			2 035		2 330	3 630	1 705								7 755	685	8 965		4 717	
	SENIORITY AND OTHER FACTORS	ANCIENNETE ET AUTRES FACTEURS			25	_					43		m		_				m					294	
3	SENI	AUTRE	AGMTS		35	m	12	n c	4 7 0	S	14	D.	52	m	28	28	19	4 1	43	16	8	19	7	367	
PROCEDURE DE RAPPEL	>	ш	RKERS		975		130		200		700	475		180						075	300	002	880	803	
PROC	STRAIGHT SENIORITY	ANCI ENNETE SIMPLE	WORKERS TRAV		+	က	-	(N	14			0)	2	6	2	2	32	2	_		_		103	
RECALL P	STE	ANC.1	AGMTS		25	9	4	m (0 0	4 TO	m	2	16	5	10	7	9	20	9	က	-	က	2	135	
Ð	NO	NOI	WORKERS		4 420	1	ı	1	240	19 400		1		3 970	200	2 050	,	2 269	700	1	290	1 380	ı	9 834	
	NO PROVISION	AUCUNE DISPOSITION			7																			39	
	ON O	DIS	AGMTS		6	ı	ı	1	4 4	14		1	9	7	_	2	1	m	-	1	-	4	1	53	
	STN	SS	RKERS TRAV		8 17	085			283	2000					145	475	745	794	009	915	580	280	595	064	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	×		62	വ	13	വ	27	- 98	48	m	67	<u>б</u>	62	27	2	=	45	12	2	13	9	587	
	ALL AC	TOC	AGMTS		114	6	26	15	23	26	29	13	123	20	61	78	36	88	63	3	∞	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	CLOTHING MILLS	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 15-TABLEAU 15

DISTRIBUTION OF WORK DURING SLACK PERIODS. AVAIL DURANT LES PERIODES DE RALENTISSEMENT DE L'ACTIVITE	SION EXISTS	TION EXISTE	RKERS AGMTS WORKERS TRAV CONV TRAV GROUPE	IND.MANUFACTURIERES	51 722 12 11 095 ET BDISSONS		2 870	3 200 / 2 360 INDUSTRIES DU CUIR	805	835 21 33 730	745 1 200	350		465 6 4	570 7 1 905	280 6 10 465	179 7 17 615	32 545 7 13 055 PRODUITS ELECTRIQUES	12 265 1 650 NNN-MET.	2 580 - CHARBON/PROD. PETROL.	13 030 1 250 INDUSTRIE CHIMIQUE	945 2 620	69 909 121 117 155 TOTAL	
DISTRIBUTION TRAVAIL DURANT	NO PROVISION	AUCUNE DISPOSITION	S WORKERS IV TRAV		2	r)	0 1		-	2	48	m (0 1		25		81 94 17						469	
REPARTITION DU T	ON		ERS AGMTS		817 102			783			2	1	125				794 8	600	915	580	280 3	565	064 727	
REPART	ALL AGREEMEN	TOUTES LES CONVENTIONS	AGMTS WORKERS CONV TRAV		1114 62		26 13			26 36	4		123 67		78 27			63 45		8	31 13	17 6	848 587	
	AL		GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC.MANUFACTURING	TOTAL	

TABLE 16-TABLEAU 16

					_	_		_								_			_		_				 \neg
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	INDICTOTES OF CITE	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. IRANSFURM. METAUX	FABRIC - PRUD. ME I AUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD. MINIERS NON-ME.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
DMAGE	. PLANS	PROGRAMMES D'INDEMNITE SUPP DE CHOMAGE	WORKERS		875	250	545	1 800	ı	1	ı	1							2 000	1 295	1	1	450	99	
S DE CHI	S.U.B.	PROG D'INDEM DE C	AGMTS		2	-	2	-	1	1	1	ı	i	9	23	00	7	20	4	m	1	1	-	78	
SUPPLEMENTARY UNEMPLOYMENT BENEFITS (S.U.B.) D'EMPLOI ET PRESTATIONS SUPPLEMENTAIRES DE CHOMAGE	SEVERANCE PAY AND S.U.B.	DE CESS. ET PREST. DE CHOM.	WORKERS		4 535		4 025	830	1	13 000	ı	1	200	315		4 695	1		3 170	310	ı	1	ı	90 380	
IYMENT B	SEVER	INDEMN. D'EMP. SUPPL.	AGMTS		00	-	7	m	1	2	,	1	-	-	+	7	ı	12	n	-	1	1	ı	47	
RY UNEMPLO	SEVERANCE PAY PLANS	PROGRAMMES D'INDEMNITE DE CESSATION D'EMPL	WORKERS		26 210	4 130	4 775	8 750	625	14 100	44 520	1	58 455	4 820					17 065	6 940	255	4 850	490	215 715	
LEMENTA PLOI ET	SEV	PROG D'INDE CESSATI	AGMTS		46	9	9	Г	2	7	15	1	97	10	10	6	4	-	13	13	-	10	2	271	
	NO PROVISION	AUCUNE DISPOSITION	WORKERS		31 197	470	3 955	16 403			4 425	3 950	8 470	715	27 750		10 185	33 459	20 365	4 370	2 325	8 430	5 625	214 964	
SEVERANCE PAY AND NITE DE CESSATION	NO PR	DISF	AGMTS		58	-	Ŧ!	15		17	14	13	25	က	27	54	25	45	43	14	7	21	14	452	
SEVER	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560 27 783		36 565		3 950	67 125	9 975	62 145	27 475	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUTES L	AGMTS		114	6	26	ب س س	200	26	29	13	123	20	61	78	36	88	63	31	00	9	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CIDITING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	FI FCTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 17-TABLEAU 17

				AFFI	POSTING OF AFFICHAGE DE	OF JOB VACANCIES DES POSTES VACANTS	CIES					
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	PROVISI BUT PE SPE	PROVISION EXISTS BUT PERIOD NOT SPECIFIED	CALEN 7 01	CALENDAR DAYS 7 OR LESS	CALENDAR C MORE THAN LESS THAN	IDAR DAYS THAN 7 THAN 15		
	TOUT	TOUTES LES CONVENTIONS	AL	AUCUNE DISPOSITION	DISP.EX DUREE D GE NON-	DISP.EXISTE MAIS DUREE D'AFFICHA- GE NON-PRECISEE	JOURS 7 OU	JOURS CIVILS 7 OU MOINS	JOURS PLUS MOINS	JOURS CIVILS PLUS DE 7 MOINS DE 15		
GROUPING	AGMTS	WORKERS TRAV	AGMTS	WORKERS TRAV	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND. MANUFACTURIERES	7
FOOD AND BEVERAGE	114	62 817	10	5 995	14	13 755	9	2 950	1	1	ALTMENTS ET BOTSSONS	
TOBACCO PRODUCTS	o		ł				-		1	1	TABAC (PRODUITS)	
RUBBER AND PLASTICS	26	13 300		885	0	2 665	4	2 795	1	ı	CADUTCHOUC/PLASTIONE	
LEATHER INDUSTRIES	15	5 560		2 000	1	1	-	300	1	1	INDUSTRIES DU CUIR	
TEXTILE INDUSTRIES	23	27 783	7	3 325	4	1 725	6	4 480	_	1 460	TEXTILE	
KNITTING MILLS	7	1 860		885	1	ı	1	ı	ı	1	BONNETERIE	_
CLOTHING INDUSTRIES	26	9	21	33 635	Ŧ	360	-	1 265	1	,	IND. DU VETEMENT	
WOOD INDUSTRIES	29	48 945	2	069	7	41 420	-	200	ı	ı	INDUSTRIES DU BOIS	
FURNITURE & FIXTURES	<u>ლ</u>	n		325		200	1	1	1	1	MEUBLES	
PAPER AND ALLIED	123	67 125				1 925	100	8 340	9	2 820	PAPIER/IND.CONNEXES	_
PRINT/PUBLISH/ALLIED	20	9 975	_		9		1	1	ı	1	IMPRIM./EDIT./CONN.	
PRIMARY METAL	61	2		6 675			13	7 055	-	4 770	PREM. TRANSFORM, METAUX	
METAL FABRICATING	78	27 475	_				apr-	220	1	1	FABRIC PROD. METAUX	
MACHINERY INDUSTRIES	36	-					-	315	ı	1	MACHINERIE	
TRANSPORTATION EQUIP.	00	-			00	5 565	4	9 710	1	1	FABRIC.D'EQUIP.TRANS.	
ELECTRICAL PRODUCTS	63	45 600	12	9 230		5 280	7	10 040	ı	1	PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD	31	12 915	-	250	4	1 590	D	1 795	ı	1	PROD.MINIERS NON-MET.	
PETROLEUM & COAL PROD	Ø	2 580	ı	ı	-	225	CV	505	1	1	CHARBON/PROD.PETROL.	
CHEMICAL & CHEM. PROD	34	13 280	m	945	6	5 455	00	2 565	1	,	INDUSTRIE CHIMIQUE	
MISC. MANUFACTURING	17	6 565	-	360	-	450	-	230	1	ı	IND. MANUF, DIVERSES	
TOTAL	82	587 064	1 10 10 10 10 10 10 10 10 10 10 10 10 10	144 109	X	200	C C	72 20 20 20 20 20	C	0	- 4	
)))		0		14.0	
									_			
					-				-	- London	The state of the s	

TABLE 17 (CONT'D.)-TABLEAU 17 (SUITE)

				AFFIC	POSTING OF AFFICHAGE DE	DES POSTES VACANTS	VACANTS					
	CALENDAR 15 OR MC	ALENDAR DAYS 15 OR MORE	WORKI 7 0	WORKING DAYS 7 OR LESS	WORKI	WORKING DAYS MORE THAN 7	DURATION NOT SPEC	DURATION STATED- NOT SPECIFIED IF WORK. OR CAL. DAYS	0	OTHER		
	JOURS 15 0	JOURS CIVILS 15 OU PLUS	JOURS 7 OU	JOURS OUVRABLES 7 OU MOINS		JOURS OUVRABLES PLUS DE 7		DUREE INDIQUEE- NON-SPECIFIE SI JRS.OUVR.OU CIV.	DISPO	AUTRES DISPOSITIONS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND.MANUFACTURIERES	_
FOOD AND BEVERAGE	1	1	76	37 272	1	ı	00	2 845	1	1	ALIMENTS ET BOISSONS	_
TOBACCO PRODUCTS	1	ı	9		-	950	t	1	1	ı	TABAC (PRODUITS)	-
RUBBER AND PLASTICS)	1	16	6 955	1	ı	ı	ı	i	ı	CADUTCHOUC/PLASTIQUE	_
LEATHER INDUSTRIES	ł	ı	+ 0	3 260	,		,	, c	1) 1	INDUSTRIES DO COIR	_
VNITTING MILLS		1	0 6		1	1	1)	1	1	BONNETERIE	_
CINTHING INDUSTRIES	1	ı	2 0	655	,	ı	-	650	1	1	IND. DU VETEMENT	_
WOOD INDUSTRIES	ı	1	17	5 585	1	ı	2	750	1	ı	INDUSTRIES DU BOIS	_
FURNITURE & FIXTURES	1	ı				ı	ı	1	ı	1	MEUBLES	_
PAPER AND ALLIED	m	1 320	4		17	6 540	4	1 965	ı	ı	PAPIER/IND. CONNEXES	
PRINT/PUBLISH/ALLIED	ı	ı	2 5		,	()	1	0.00	1	1 1	DOEM TOANSEDOM METALLY	
PRIMARY METAL	1 1	1 1	229	14 065	1	006	~ (C	2 265		1 1	FABRIC - PROD . METAUX	_
MACHINEDY INDICATERS	1	ı	200		1	1	2 (1	1	MACHINERIE	_
TRANSPORTATION FOULD.	1	ŀ	4 1		2	905		7 445	1	1		
ELECTRICAL PRODUCTS	1	1	37	20 650	1	1	2	400	ı	1	PRODUITS ELECTRIQUES	-
NONMETAL MINERAL PROD	1	ı	19	7 980	1	ı	2	1 300	1	1	PROD.MINIERS NON-MET.	_
PETROLEUM & COAL PROD	ı	1	m	1 235	+	325	-	290	ı	1	CHARBON/PROD. PETROL.	_
CHEMICAL & CHEM. PROD	1	1	6	3 775	1	ı	2	540	ı	1	INDUSTRIE CHIMIQUE	
MISC.MANUFACTURING	,	ı	12	4 485	1		2	1 040	1	1	IND. MANUF. DIVERSES	
TOTAL	ო	1 320	443	225 565	23	9 965	51	44 350	1	ı	TOTAL	

TABLE 18-TABLEAU 18

			a	INITIAL		GRIEVANCE PRESENTATION DES GRIEFS AU PREMIER PALIER	PREMIER	PALIER				
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	EMPLO	EMPLOYEE ONLY	UREPRES	UNION REPRESENTATIVE	EMPLOYEE OR WITHOUT REPRESENT	EMPLOYEE WITH OR WITHOUT UNION REPRESENTATIVE		
	TOUT	TOUTES LES CONVENTIONS	AU	AUCUNE DISPOSITION	EMPLO	EMPLOYE SEUL	REPRESYNI	REPRESENTANT SYNDICAL	EMPLOY SANS L REP.	EMPLOYE AVEC OU SANS L'AIDE DU REP. SYNDICAL		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND.MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	1	ı	Ŋ	2 385	00	6 470	84	51 852	ALIMENTS ET BOISSONS	
TOBACCO PRODUCTS	0	5 085	1	1	1	1	1	1	6	5 085	TABAC (PRODUITS)	_
RUBBER AND PLASTICS	26	13 300	ı	1	2	1 735	9	3 515	17	7 850	CADUTCHOUC/PLASTIQUE	
LEATHER INDUSTRIES	ا ا	1 (2)	1	1	1	ı	-	300	14		INDUSTRIES DU CUIR	_
CENTILE INDUSIRIES	D 1	27 783	_	440	1	1		295	20		TEXTILE	
CIDTHING MILLS	200	1 860	,		-	1 0	010	470	ഥ		BONNETERIE	
WOOD INDUSTRIES	000	ο α	1	010	r cr	28 420	0	- 1	ο u	00 000	INDISTRIES DI BOTS	
FURNITURE & FIXTURES	13	0	1	1	1		2	725	0 0		MEUBLES DO BOLS	
PAPER AND ALLIED	123	67 125	2	625	-	4 120	9	3 550	89		PAPIER/IND. CONNEXES	
PRINT/PUBLISH/ALLIED	20	9 975		300	m	760	m	1 315	00	5 865	IMPRIM. / EDIT. / CONN.	
PRIMARY METAL	61	62 145	1	ž	1	1	m	1 615	56	59 695	PREM. TRANSFORM. METAUX	
METAL FABRICATING	78	27 475	ı	ı	4	096	נט	1 670	69		FABRIC PROD. METAUX	
MACHINERY INDUSTRIES	36	_	1	1	1	1	7		33	20 835	MACHINERIE	
RANSPORTATION EQUIP.	88	-		400	2	069	+	28 890	72		FABRIC.D'EQUIP.TRANS.	
ELECTRICAL PRODUCTS	63	45 600		670		425	2	1 185	58		PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD	31	12 915	1	1	ŀ	ı	1	1	30	12 665	PROD. MINIERS NON-MET.	
PETROLEUM & COAL PROD	00	2 580		1	1	ı	-	205	7	2 375	CHARBON/PROD.PETROL.	
CHEMICAL & CHEM. PROD	3	13 280	ı		1	,	-	200	29	12 820	INDUSTRIE CHIMIQUE	
MISC.MANUFACTURING	17	6 565	1	1	-	1 275	-	205	14	4 880	IND. MANUF. DIVERSES	
TOTAL	848	587 064	o	3 475	36	52 920	7.1	55 555	989	441 584	TOTAL	

TABLE 18 (CONT'D.)-TABLEAU 18 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	TADDICTORC PLASTIGUE	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES DADTED/IND CONNEXES	TAPIEK INU.CONNECES	DDEM TRANSFORM METALIX	FARM: KANSTORM: METAUX	MACHINED IN	FARBIC D'EDHID TDANS	DEPOTITO EL ECTEDIOLES	PRODOLIS ELECTRIQUES	PRODUCTIERS NOT SEE.	CHARBON/ PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
TION IER PALIER																									
GRIEVANCE PRESENTATION DES GRIEFS AU PREMIER PALIER	OTHER	AUTRES DISPOSITIONS	WORKERS TRAV		3	1	1	1 1	1	1	ı	1	1	ı		1 :	1	1	ı	1	,	1	1	1	
	TO	AUT	AGMTS CONV		ŀ	1	,	1 1	1	1	ě	1	1)	,	1	ı	1	ı	1	1	ŧ	ı	t	
INITIAL PRESENTATION	GRIEVANCE	COMITE DES GRIEFS	WORKERS		1 500	1	1	240		1 000	250	0	10 830	1 505	832	0	233	೧೯೯	ı	1	ı	ı	1	16 745	
ā	GRI	CO	AGMTS		Ŋ	1	1	1	,	8	-	1	3	4 (2	,		-	ı	1	ı	ı	1	31	
	UNION OR EMPLOYEE REPRESENTATIVE	SYNDICAT OU REPRESENTANT SYNDICAL	WORKERS		610	1	200	1 1	,	12 500	1	535	1 650	230	-	1	!	345	1	250	1	260	202	16 785	
	UNI EMPI REPRESE	SYNDICAT REPRESEN SYNDIC	AGMTS		2	1	F	1 1		m	,	2	2	-	1	1	1	-	1	-	1	-	+	ក	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITITING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAI	

TABLE 19-TABLEAU 19

		PROCEDURE	SPEC PARTICU	IAL GRIEV LIERE D'E	ANCE PRO XAMEN DE	SPECIAL GRIEVANCE PROCEDURE IN DISMISSAL CASES TICULIERE D'EXAMEN DES GRIEFS DANS LES CAS DE	DISMISS	SPECIAL GRIEVANCE PROCEDURE IN DISMISSAL CASES PARTICULIERE D'EXAMEN DES GRIEFS DANS LES CAS DE CONGEDIEMENT	NGEDIEN	ENT	
	ALL AGREEM	REEMENTS	NO PR	NO PROVISION	NUM	NUMBER OF STEPS REDUCED	DURAT DELAYS STEPS	DURATION OF LAYS BETWEEN TEPS REDUCED	NUMBER OF AND DURATI DELAYS RED	NUMBER OF STEPS AND DURATION OF DELAYS REDUCED	
	TOUT	TOUTES LES CONVENTIONS	AU	AUCUNE DISPOSITION	REDUC NOM PA	REDUCTION DU NOMBRE DE PALIERS	REDUC DELAI PA	REDUCTION DES DELAIS ENTRE PALIERS	REDUCT: DELAIS NBRE DE	REDUCTION DES DELAIS ET DU BRE DE PALIERS	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	44	24 792	50	29 150	10	4 405	40	4 470	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	0	5 085	0	1 895		2 240	-	950	1	1	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	9	2 285	_		2	1 890	_	295	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15		4				2		-	205	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	23	27 783	d= (4 438	2	16 635	9	3 365	00	3 345	TEXTILE
KNI I ING MILLS	7	_	m !	833		800	1	ı	-		BONNETERIE
WOOD INDUSTRIES	26	36 565	00 0	13 335	7 7	555	7 -	14 000	7 0	8 675	IND. DU VETEMENT
FURNITURE & FIXTURES	2 50		9			190	- 1	7	N CO	0 00	
PAPER AND ALLIED	123	67 125	61	36 890	 വ	24 240	נט	2 245	7	3 750	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	12	3 130	IJ	2 725	2	3 550	-	570	IMPRIM. / EDIT. / CONN.
PRIMARY METAL	61	62 145	0			47 400	1	ı	10	5 660	PREM. TRANSFORM. METAUX
METAL FABRICATING	78	27 475	19	5 550	21		m	645	TU.	2 900	FABRIC PROD. METAUX
MACHINERY INDUSTRIES	36	g _{pers} .	4		27		ı	ı	D		MACHINERIE
IRANSPORTATION EQUIP.	80		27		45		9	28 075	0		FABRIC. D'EQUIP. TRANS.
ELECIRICAL PRODUCTS	63		9	3 370	40		00	12 070	0	2 090	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	4	1 195	23		ı	ı	4	1 400	PROD. MINIERS NON-MET.
PETROLEUM & COAL PROD	80	01	5	1 505	m	1 075	f	1	1	1	CHARBON/PROD.PETROL.
CHEMICAL & CHEM.PROD	9.7	13 280	9	1 845	21	8 610	-	385	ო	2 440	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	m	655	10	3 930	2	200	2	1 480	IND. MANUF. DIVERSES
TOTAL	848	587 064	270	179 725	441	281 450	53	73 905	84	51 984	TOTAL

TABLE 20-TABLEAU 20

					S	1	ند							>	Y 0 1		U		ე ⊢						
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	TANDLICHOUC/PLASTIQUE	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	TARREM HANNEDAM METAULY	FABRIC PROD. ME I AUX	MACHINERIE	PADRICO EQUIPORANS	PRODOLIS ELECTRIQUES	CHAPRON/PRON PETROI	INDUSTRIE CHIMIOUF	TAIN MANITE DIVEDOES	IND. MANOT. DIVERSES	TOTAL	
	NO INDICATION IF TIME PAID OR UNPAID	NON PRECISE SI TEMPS DU CONGE EST PAYE OU NON	WORKERS TRAV		4 835	852	370	1 775	230	1	585	210	1 980	1 330	L	1 645	000	000	6/7	C R R	200		1	15 525	
GRIEFS	NO IN IF PAID O	NON PRECI TEMPS DU EST PAYE	AGMTS		S	m	-	ı D	*	ı	2	-	m (2	1	'n	1		1	-			1	30	
DE	PAY FOR A LIMITED NUMBER OF HOURS	REMUNERATION POUR UN NOMBRE 'HEURES LIMITE	WORKERS		1 850	1	8 15	545	1	200	1	1	225	1		4 220		31 720	040	1	000	0 0	230	67 480	
CE WORK AU REGI	PAY LIMITEI OF	REMUNER POUR UN D'HEURES	AGMTS		8	1	m	0	1	-	ı	ı	_	1	φ:	- 1	m (77	m c	7	*	- 4	-	59	
COMPENSATION FOR GRIEVANCE WORK REMINERATION POUR LA PERIODE CONSACREE AU REGLEMENT	PAY DURING REG- ULAR HRS.OF WORK	CONGE PAYE PEN- DANT LES HEURES NORM. DE TRAVAIL	WORKERS		41 142	540	9 225	3 045		615									26 225		000 0+		2/6 9/2	310 841	
ATION F	PAY DUR ULAR HR	CONGE P DANT LE NORM. D	AGMTS		69	_	16	ω α α) m	2	တ	o	53	Ŋ	49	20	20	, 5 8	24 C	0 0	ט מ	2 1	2	501	
COMPENS N POUR LA	NO PROVISION	AUCUNE DISPOSITION	WORKERS		14 250	3 690		2 515 4 658		35 750	45 275	575					5 905		1 745	000	7 7 7	000	360	188 763	
NERATIO	NO PR	AU	AGMTS		35	D.	ו טו	- α	o m	23	48	2	65	13	9	13	-	44	ۍ کا	4 4	4 <	1	-	246	
REMU	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560		. 6	48 945	3 950	67 125	9 975	2	7	_		45 600	12 915		13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	6	26	- ۳	7	26	29	13	123	20	61	78	36	80	63	m (m	∞ ;	- n	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.FRUD	MISC.MANUFACTURING	TOTAL	

TABLE 20 (CONT'D.)-TABLEAU 20 (SUITE)

COMPENSATION FOR GRIEVANCE WORK REMUNERATION POUR LA PERIODE CONSACREE AU REGLEMENT DE GRIEFS			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	100000000000000000000000000000000000000	BONNETERIE	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD.METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
COMPENSATION FOR GRIEVANCE WORK	OTHER	AUTRES DISPOSITIONS	AGMTS WORKERS CONV TRAV		1	1	1 610	1	1	1 1	1	1	1	1	1	1		089	i	1	1	1	1	4 1 760	
REMUNE	UNPAID LEAVE	CONGE AUTORISE NON PAYE	AGMTS WORKERS A		2 740	1	1	1	1 1	1 1	1	1 350	1 430	1	1	1 200	310	320	312	1	1	1	ı	8 2 695	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITITING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	MEIAL FABRICATING	MACHINERY INDUSTRIES	TRANSPURIALION EQUIP.	ELECIKICAL PRODUCIS	NUNMETAL MINERAL PROD	CHEROLEUM & COAL PRUD	MICO MARIITA OTTIBLES	MISC. MANOTACIOKING	TOTAL	

TABLE 21-TABLEAU 21

CTIVE			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BUIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EUII./CUNN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES		TOTAL	
AGREEMENT CONVENTION COLLECTIVE	COMPENSATION FOR A SPECIFIC NUMBER OF HOURS	REMUNERATION POUR UN NOMBRE D'HEURES LIMITE	WORKERS		290	-	240	1	1 835	1	1	1	1	200		4 105	006			2 255	1	1	1	1	1	40 365	
	COMPENS A SP NUMBER	۵	AGMTS		2	1	2	1	4	ı	,	ŀ	,	+- (7	-	ო	2	7	4	ı	ı	1	1		28	
COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF COLLECTIVE IN DES REPRESENTANTS SYNDICAUX OCCUPES A LA NEGOCIATION D'UNE	COMPENSATION LIMITED TO REG. HOURS OF WORK	REMUNERATION LIMITEE AUX HRES NORMALES DE TRAV	WORKERS		7 787	ı	2 270	1	5 765	365	1	985	822	1 8 10	1 350		3 065	790	13 460	10 150	865	785	5 955	2 450		60 077	
TION OF NEGOCIA	COMPE	REMUNERATI LIMITEE AUX NORMALES DE	AGMTS		19	1	4	1	00	=	1	m i	m	7	+	4	12	m	15	17	က	m	12	9		121	
N NEGOTIAT	COMPENSATION FOR TOTAL HOURS	REMUNERATION POUR LE TOTAL DES HEURES	WORKERS		5 535	1	4 660	1	1 485	1	ı	250	270	4 810	230		3 655	580	8 005	4 040	1 850	225	2 485	200		41 690	
CIALS I	COMPENS	REMUN POUR DES	AGMTS		12	1	00	ŀ	2	1	,	-	+	13	-	7	6	2	10	7	m	-	00	+		88	
UNION OFFI	NO PROVISION	AUCUNE DISPOSITION	WORKERS		42 655	5 085	5 220		18 188	1 495						52 730	19 300	18 805	61 524	28 680	8 540	1 570	4 840	3 410		427 232	
TON OF	N ON	AL	AGMTS		77	0	=	15	32	9	25	25	7	96	15	48	52	27	53	34	22	4	Ξ	80		580	
COMPENSAT	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817				27 783	1 860					9 975	62 145	27 475	21 745	111 794	45 600		2 580	13 280			587 064	
CC REMUNERATION	ALL AG	TOUTES	AGMTS		114	6	26	15	53	7	26	29	13	123	20	61	78	36	88	63	3	00	31	17		848	
Σ Ξ			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	FIEGTRICAL PRODUCTS	NONMETAL MINERAL PROD		CHEMICAL & CHEM PROD	MISC. MANUFACTURING		TOTAL	

TABLE 21 (CONT'D.)-TABLEAU 21 (SUITE)

REM	UNERATI	COMPENSAT REMUNERATION DES REF	TION OF I	JNION OFFI	CIALS 1 AUX OCC	IN NEGOTIA	PENSATION OF UNION OFFICIALS IN NEGOTIATION OF COLLECTIVE AGREEMENT SES REPRESENTANTS SYNDICAUX OCCUPES A LA NEGOCIATION D'UNE CONVENTION COLLECTIVE	
	TIME INDIC	TIME OFF: NO INDICATION IF PAID OR UNPAID	UNPAID	UNPAID LEAVE OF ABSENCE		OTHER		
	NON PR TEMPS EST PA	NON PRECISE SI TEMPS DU CONGE EST PAYE OU NON	CON	CONGE NON REMUNERE	AL DISPO	AUTRES DISPOSITIONS		
GROUPING	AGMTS	WORKERS TRAV	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING							IND.MANUFACTURIERES	S
FOOD AND BEVERAGE	ì	1	4	6 250	,	1	ALIMENTS ET BOISSONS	VNO
TOBACCO PRODUCTS	ı	1	1	1	1	ŀ	TABAC (PRODUITS)	
RUBBER AND PLASTICS	1	(1	1	-	610		QUE
LEATHER INDUSTRIES	t	1	,	1	1	1	INDUSTRIES DU CUIR	2
KNITTING MILLS	1 1	1 (- (510	1 1	1	TEXTILE	
CLOTHING INDUSTRIES	-	255	1	1	1	- 1	IND DILVETEMENT	
WOOD INDUSTRIES		1	1	1	1	ı	INDUSTRIES DU BOIS	1/2
FURNITURE & FIXTURES	-	210	+	375	1	1	MEUBLES	1
PAPER AND ALLIED	4	2 820	2	1 030	ŀ	1	PAPIER/IND. CONNEXES	S
PRINT/PUBLISH/ALLIED	-	235	1	1	,	ı	IMPRIM. / EDIT. / CONN.	
PRIMARY METAL	1	1	+	230	1	1	PREM. TRANSFORM. METAUX	LAUX
METAL FABRICATING	-	335	1	ı	-	220		×
MACHINERY INDUSTRIES	1	1	2	720	1	ı	MACHINERIE	
TRANSPORTATION EQUIP.	2	610	-	350	1	ı	FABRIC.D'EQUIP.TRANS.	NS.
ELECTRICAL PRODUCTS	1	1	-	475	1	1	PRODUITS ELECTRIQUES	JES .
NONMETAL MINERAL PROD	spin-	310	2	1 350	1	1	PROD MINIERS NON-MET	IFT
PETROLEUM & COAL PROD	ı	1	1	1	1	1	CHARBON/PROD PETROI	_
CHEMICAL & CHEM.PROD	1	1	1	1	,	1	INDUSTRIE CHIMIQUE	
MISC. MANUFACTURING	1	1	2	202	1	ı	IND. MANUF. DIVERSES	
TOTAL	+	4 775	17	12 095	2	830	TOTAL	
						The second name of the second na	The same of the sa	

TABLE 22-TABLEAU 22

					_		_			_	_	_	_	_	_			_			_	_	_	_	
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	TANDISTRIES DI CHIE	TEXTILE DO COIN	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CUNNEXES	DOEM TOANSFORM METALIX	FARDIC - DROD METALIX	MACHINEDIE	FARRIC D'FOUTP TRANS	PRODUITS ELECTRIQUES		CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND MANUF DIVERSES		TOTAL	
	10	111	ss /		570	675	455	722	390	300	780	630	330	032	2000	1000	120	580	355	480	130	495		753	
	BOARD OF ARBITRATORS	CONSEIL D'ARBITRAGE	WORKERS TRAV					,		4				ດ ດ			2 -			-	00	0	٧	228	
	BOA	CO D'AR	AGMTS		68	20	10	_ c	ט וני	7	16	00	7 1	10	2 60	4 4	- C	34	0	מו	17	(C)	406	
			ss /		2 985		495	I C	200	000	980		6 045	Ti.	0 C	000	0 0 0	160	080	200	740	000		634	
ORS	PANEL OF ARBITRATORS	LISTE D'ARBITRES	WORKERS TRAV		2	1	7	, ,	ָר י	24 000	32	1	9	1	ر د ا		- 14			-	-		-	113	
OF ARBITRATORS D'ARBITRES	PAN	L D'AR	AGMTS		7	1	7	1	0 1	4	J.	1	=	1	20 0	2 3	4 0	7 () (7 +	- 4		V	86	
F AF		RE	ss /		052		055	7 10		930	066	620	955	240	925	110	0220	0000	0 1	2	000	0 0 0	00	857	
NUMBER C	SINGLE ARBITRATOR	UN SEUL ARBITRE	WORKERS		15 052		+		ກ່	<u>ن</u>			15					7 7		- 1				167	
11 11	SI	UN SEU	AGMTS		28	1	m	1 0		-	2	က	32	7	23	24	0 0	0 4 0	- 1	, ,	C	1 4	4	233	
ARBITRATION ARBITRAGE	NO PROVISION	AUCUNE DISPOSITION	WORKERS		1	ı	ı	1	1	200	285	1	1	1	200	665	(004		1 1	200	2	1	2 805	
	PROV	AUCUNE		-	_	_			_	-			_		-	7		- 0	V		-	_		0	
	S S	IO	AGMTS		1	,	1	1	1	1		1	1	1			1			,			1		
	ENTS	S	KERS		2 1	085	300	560	783	860			125				745			U 1 U			565	064	
	REEMER	TOUTES LES CONVENTIONS	WORK!		62	2	13	5	27	200	48	0	67	0	62	27	21	- 1	ψ. Ω.	77	7 (n -	ဖ	587	
	ALL AGREEM	TOUTES L	AGMTS		114	ි ග	26	15	വ	7	070	13	123	20	61	78	36	80 (63	. m	ο τ	n .	17	848	
			GROUPING	MANUFACTURING	ANN COOL	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & CUAL PRUD	CHEMICAL & CHEM. PRUD	MISC. MANUFACTURING	TOTAL	
				Σ																					

TABLE 22 (CONT'D.)-TABLEAU 22 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	FARRIC D'EDITO TRANS	PRODUTTS ELECTRICIES		CHARBON/PROD PETROL	INDUSTRIE CHIMIONE	IND. MANUF. DIVERSES	TOTAL	
ON - NUMBER OF ARBITRATORS GE - NOMBRE D'ARBITRES	отнек	AUTRES	AGMTS WORKERS CONV TRAV		1 220	1	1	r C		1	1	1	1	1 245	1	010	1	1	1	1	1	1	5 2 180	•
ARBITRATION ARBITRAGE	ADJUDICATION	ARBITRAGE (SECTEUR PUBLIC)	AGMTS WORKERS CONV TRAV		1	1	1	1 1	1	1	1	1	1	ı	1) 1		ı	1	1	ı	1	1	
	SINGLE ARBITRATOR OR BOARD OF ARBITR.	UN SEUL ARBITRE OU CONSEIL D'ARBITRAGE	AGMTS WORKERS CONV TRAV		10 990	4 1 410		14 7 965		-	7		വ	2 455	3 / 15	- σ	2 0	-	3 1 365	2 875	7 2 205	5 2 385	109 71 835	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	METAL FARBICATING	MACHINERY INDICATETES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC.MANUFACTURING	TOTAL	

TABLE 23-TABLEAU 23

NORMAL WORKWEEK (DAYS PER WEEK) SEMAINE NORMALE DE TRAVAIL (NOMBRE DE JOURS PAR SEMAINE)	ALL AGREEMENTS NO PROVISION LESS THAN 4 DAYS 5 DAYS 5 DAYS	TOUTES LES AUCUNE MOINS DE 4 JOURS 5 JOURS CONVENTIONS DISPOSITION	AGMTS WORKERS AGMTS WORKERS AGMTS WORKERS AGMTS WORKERS CONV TRAV CONV TRAV CONV TRAV GROUPE	G IND. MANUFACTURIERES	VEDAGE 114 62 817 3 1 725 103 53 527 ALIMENTS ET BOLSSONS	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	26 13 300 26 13 300 0	15 5 5 6 0 - 15 5 5 6 0	53 27 783 1 200 50 25 923	7	26 36 365	130 0.00 0.1	123 67 125 1 250 116 63 765	20 9 975 2 1 070 18 8 905	61 62 145	78 27 475 1 450 11 21 025	36 21 745 36 21 745	88 111 794 3 550 81 108 244	63 45 600 63 45 600	31 12 915	8 2 580 6 1 825	31 13 280 30 12 980	CTURING 17 6 565 IND.MANUH.DIVEKSES	848 587 064 2 450 7 6 795 820 566 429 TOTAL	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TORACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOUD INDUSTRIES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAI	

TABLE 23 (CONT'D.)-TABLEAU 23 (SUITE)

NORMAL WORKWEEK (DAYS PER WEEK) SEMAINE NORMALE DE TRAVAIL (NOMBRE DE JOURS PAR SEMAINE)		GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BDISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE			IND DII VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. /EDIT. /CONN.	PREM. TRANSFORM. METAUX	FABRICPROD.METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET			IND.MANUF.DIVERSES	TOTAL	
NORM JORMALE D	IRREGULAR IRREGULIER	WORKERS		1	ı	ı	1	1 660	1	t	t	2 085	,	ı	ı	ı		ı	ı	755	300	1	4 800	
MAINE A	IRRE	AGMTS		ı	1	1	1	7 -	1	,	1	4	1	ŀ	ı	1	ı	1	ı	2	-	ı	0	
33	6 DAYS 6 JOURS	WORKERS		7 565	1	1	ı	1 1	1	ı	1	1 025	,	ı	1	1	1	ı	1	ı	1	ı	8 590	
	0 0	AGMTS		80	1	ı	1	1 1	1	1		2	1	1	1		1	1	1	ı	1	1	10	
		GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	MEIAL FABRICATING	MACHINERY INDUSTRIES	IKANSPURIALIUN EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 24-TABLEAU 24

				DUREE	DAIL	DUREE JOURNALIERE DU TRAVAIL	TRAVATL				
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	LES	LESS THAN 7 HOURS	7 HG	7 HOURS	GREAT 7 HOU THAN 7	GREATER THAN 7 HOURS, LESS THAN 7 1/2 HRS.	
	TOUT	CONVENTIONS	AU	AUCUNE DISPOSITION	MOI 7 H	MOINS DE 7 HEURES	7 H	7 HEURES	PLUS D MOINS ET	PLUS DE 7 HRES MOINS DE 7 HRES ET DEMIE	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	1	,	1	ı	_	630	-	225	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	6	5 085	1	1	ı	ı	2	1 405	r)	2 960	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	1	1	1	ı	1	ı	,	1	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15		ı	1	ı	1	1 1	1 1	1)	1 1	TEXTILE DO COIR
TEXTILE INDUSTRIES	23	27 783	1	1 1	1 (1 1			,	ı	BONNETERIE
KNILLING MILLS	76	26 565		1		1	7	16 700	,	1	IND. DU VETEMENT
WOOD INDUSTRIES	29		1	1	1	1	,	1	1	1	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	13		,	1	1	1	1	ı	ı	1	MEUBLES
PAPER AND ALLIED	123	67 125	ì	1	ı	ı	1	1	-	380	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	0	,	1	1	1	+ +	6 510	1 1	1 1	IMPRIM./EDII./CUNN.
PRIMARY METAL	61			1 1	1 1	1 1	1	2 ,	1	1	FABRIC - PROD . METAUX
MACHINEDY INDISTRIES	2 0	2 1 0	1	1	1	1	1	ı	1	1	MACHINERIE
TRANSPORTATION FOULD	0 00	++	1	1	1	1	1	1	,	1	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	1	1	1	1	ı	ı	1	1	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	,	1	1	ı	1	ı	ı	1	PROD. MINIERS NON-MET.
PETROLEUM & COAL PROD	00	2 580	1	1	ı	1	1	ı	,	1	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	3.1	13 280	ı	1	ı	1	1	1	1	ı	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	1	1	1	ı	1	ı	1	1	IND. MANUF. DIVERSES
TOTAL	848	587 064	1	1	1	1	22	25 855	7	3 565	TOTAL

TABLE 24 (CONT'D.)-TABLEAU 24 (SUITE)

DAILY HOURS DUREE JOURNALIERE DU TRAVAIL	GREATER THAN 7 1/2 HRS, LESS 8 HOURS THAN 9 HOURS THAN 8 HOURS 8 HOURS 9 HOURS	T HEURES PLUS DE 8 HEURES 9 HEURES T HRES ET DEMIE 9 HEURES 9 HEURES 9 HEURES	S WORKERS AGMTS WORKERS AGMTS WORKERS AGMTS WORKERS / TRAV CONV TRAV CONV TRAV CONV TRAV GROUPE	IND. MANUFACTURIERES	5 1 185 2 440 101 58 262 1 350 1 1 100 ALIMENTS ET BOISSONS	250 1 470	- 24 12 805 1 295 1 200	840 INDUSTRIES DU CUIR	9 2005	940 2 9 265 13 9 360 1 300 -	885 - 4 1 060	200 - 7	925 121 65	1 725 1 200 1 700 1 840	1 675 1 520 56 59 340	76 26 805 1 220 1 450	2000 - 200445	1 435 4 2 465 77 9 994	3 235 - 59 42 365	- 29 12 160 2 755	1 1	2 125 28 10	17 6 565 IND.MANUF.DIVERSES	2 15 595 12 13 435 749 515 054 12 4 055 8 3 020 TOTAL	
			AGMTS			-								1 725 1	1 675	1	3	435	232	1		125	1	595	
	7 1/2	7 HE ET D	GROUPING	MANUFACTURING	FOOD AND BEVERAGE 5		RUBBER AND PLASTICS -	TEXTILE INDUSTRIES		CLOTHING INDUSTRIES 3	WOOD INDUSTRIES -	URES		PRINT/PUBLISH/ALLIED 6		1		TRANSPURIALIUN EQUIP. 3			-	CHEMICAL & CHEM.PROD 2	MISC. MANUFACTURING	TOTAL 32	

TABLE 24 (CONT'D.)-TABLEAU 24 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAUUICHOUC/PLASTIQUE INDUSTRIES DU CUIR	TEXTILE	IND DI VITTERIE	IND. DU VELEMENT INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	PRODUITS FIEDTOLIES		CHARBON/PROD.PETROL.	IND MAKINE DIVIDUE	UNION TO	TOTAL
J TRAVATL																					
DURÉE JOURNALIERE DU TRAVAIL	OTHER	AUTRES DISPOSITIONS	AGMTS WORKERS CONV TRAV		1	1 1	1	1 1	1	1	· ·	1	1		1	1	1		1	1	
DUREE	IRREGULAR HOURS	HEURES IRREGULIERES	AGMTS WORKERS CONV TRAV		1	1 1	1	7	ı	1 1	1	1	F 1	1	1 350	1	1 1	1	1	2 1 810	
	GREATER THAN 9 HOURS	PLUS DE 9 HEURES	AGMTS WORKERS CONV TRAV		2 625	1	1 1	1	1	1 1	,	ı	1 1	1	1 3 550	1	1 1	1 500	1	4 4 675	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSTRIES	KNITTING MILLS	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC.MANUFACTURING	TOTAL	

TABLE 25-TABLEAU 25

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOTSSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS		PAPIER/IND.CONNEXES	IMPRIM. /EDIT. /CONN.	PREM. TRANSFORM, METAUX	FABRIC - PROD METAUX	MACHINERIE	FABRIC, D'EQUIP, TRANS.	PRODUITS ELECTRIQUES		CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	GREATER THAN 35 HOURS, LESS THAN 37 1/2 HOURS	PLUS DE 35 HRES MOINS DE 37 HEURES ET DEMIE	WORKERS		1 325	2 960		ı	ı	1	200	1	1	2 240	1	ı	450	ı	1	,	1	1 185	1	1	8 360	
	GREATE HOURS, 37 1/	PLUS DE MOINS HEURES E	AGMTS		2		ı	1	1	1	_	1	1	0	1	ı	-	1)	ı	1	4	1	1	16	
	35 HOURS	35 HEURES	WORKERS		630	1 405	1	1	1	ı	16 700	ı	ı	1	6 780	610	1	1	1	ı	1	1	1	1	26 125	
TRAVAIL	35	33	AGMTS		-	2	1	1	1	1	7	ı	1	1	11	-	ı	1	1	1	1	1	1	ť	22	
WEEKLY HOURS DUREE HEBDOMADAIRE DU TRAVAIL	LESS THAN 35 HOURS	MOINS DE 35 HEURES	WORKERS		à	1	ı	1	t	1	1	ı	1	1	1	š	1	1	1	1	1	,	1	1	1	
WEEL	LE:	35.	AGMTS		ı	(,	1	ı	1	ı	1	ı	í	,	ı	1	ı	1	1	1	1	1	ŧ	1	
DUREE	NO PROVISION	AUCUNE DISPOSITION	WORKERS TRAV		ı	1	1	1	200	ı	ı	ı	1	,	ı	1	ı	ı	400	220	r	ı	1	1	820	
	NO PR	AL	AGMTS		ı	1	1	1	+	ı	1	ı	1	ı	1	1	,	1	-	-	1	ı	ı	ı	m	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300		27 783								27 475			45 600			13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	o	26	15	53	7	26	29	13	123	20	61	78	36	88	63	31	80	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC.MANUFACTURING	TOTAL	

TABLE 25 (CONT'D.)-TABLEAU 25 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOTSSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	. FABRICPROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET	CHARRON/PROD PETROI	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	45 HOURS	HEURES	WORKERS		1	1	200	1	1	1	1	908	1	1	,	1	1	ı	1	ı	4	1	,	1	1 105	
	45	45	AGMTS		1	1	-	1	1	1	1	4	(1	1	1	1	1	1	ı	1	1	ı	1	ಬ	
	GREATER THAN O HOURS, LESS THAN 45 HOURS	PLUS DE 40 HEURES, MOINS DE 45 HEURES	WORKERS		4 487	,	295	1	,	1	300	380	1 255	240	1	1	220	250	1	1	1 895	1	3	1	9 322	
TRAVAIL	GREATER 40 HOURS, THAN 45 I	PLUS HEURES,	AGMTS		4	3	-	ł	1	ı	_	_	D.	-	1	1	-	_	1	ı	വ	1	1	1	20	
WEEKLY HOURS HEBDOMADAIRE DU	40 HOURS	40 HEURES	WORKERS TRAV		51 450	470	12 805		26 123					64 645					107 144	42 145	11 020	1 395	10 845	6 565	503 992	
	40	40	AGMTS		96		24	14	51	ប	10	24	7	119	2	26	16	33	79	28	26	4	28	17	730	
DUREE	GREATER THAN 37 1/2 HRS. LESS THAN 40 HRS	PLUS DE 37 HRES ET DEMIE MOINS DE 40 HRES	WORKERS TRAV		240	250	1	1	1	210	13 025	1	ı	ı		250	1	1	2 465	1	ı	1	1	1	16 710	
	GREATER 37 1/2 LESS THAN	PLUS HRES MOINS	AGMTS		-	-	1	1	1	-	D.	1	1	1	1	-	ı	1	4	1	1	ı	1	1	13	
	37 1/2 HOURS	37 HEURES ET DEMIE	WORKERS		1 185	1	1	840	1	260	740	1	200		2 265	1 675	1	1 050		3 235	1		2 125	1	15 010	
	37 1/	37 ET	AGMTS		2	ı	1	-	1	- 1	7	1	-	1		m	1	2	m	4	1	ı	2	(31	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTHER INDUSTRIES	LEALILE INDUSTRIES	KNILING MILLS	CLUIMING INDUSTRIES	WOOD INDUSTRIES	PURNITURE & FIXTURES	PAPER AND ALLIED	PRINI/PUBLISH/ALLIED	FKIMAKY METAL	MEIAL FABRICALING	TATION TO THE TABLES	TRANSPORTATION EQUIP.	ELECIKICAL PRUDUCIS	NONME I AL MINERAL PROD	PEIROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACIURING	TOTAL	

TABLE 25 (CONT'D.)-TABLEAU 25 (SUITE)

				DUREE	DUREE HEBDOMADAIRE DU TRAVAIL
	GREATER TI 45 HOUR	EATER THAN 45 HOURS	10	OTHER	
	PL 45	PLUS DE 45 HEURES	AU DISPO	AUTRES DISPOSITIONS	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING					IND. MANUFACTURIERES
FOOD AND BEVERAGE	ಬ	3 500	t	ŧ	ALIMENTS ET BOISSONS
DIBRED AND BLASTICS	1 1	1		4 1	ABAC (PRODUITS)
LEATHER INDUSTRIES	1		,	1	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	ı	1	-	1 460	
KNITTING MILLS	1 (F 1	1 1	()	BONNETERIE
WOOD INDUSTRIES	1	i	ı	1	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	1	ı	ı	1	
PAPER AND ALLIED	1	ı	ı	ĺ	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIFD	1 1	1 (1 1	1 1	IMPRIM. / EDIT. / CONN.
METAL FABRICATING	,	ı	1	1	FABRIC - PROD METAUX
MACHINERY INDUSTRIES	,	,	ı	ı	MACHINERIE
TRANSPORTATION EQUIP.	1	ı	-	350	
ELECTRICAL PRODUCTS	1	1	ı	1	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	1	ı	ı	ı	PROD. MINIERS NON-MET.
PEIKULEUM & CUAL PRUU	ı	ı	,	(
MISC. MANUFACTURING	1 1	1 4	1	310	INDUSTRIE CHIMIQUE IND.MANUF.DIVERSES
TOTAL	מו	3 500	m	2 120	TOTAL

TABLE 26-TABLEAU 26

AIL			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET.	CHARBON/PROD PETROL	INDUSTRIE CHIMIOUE	IND. MANUF. DIVERSES	TOTAI	1 () () () () () () () () () (
ALE DE TRAVAIL	STRAIGHT TIME; TIME AND A HALF DOUBLE TIME	TAUX SIMPLE;TAUX ET DEMI PUIS TAUX DOUBLE	WORKERS		ı	1	1	ı	1 510	1	1	1	1	1	1	370	1	200	1	1	1	1	,	1	2 380	
DRK EE NORM	STRA TIME DOUN	TAUX S. ET DI TAU)	AGMTS		1	1	,	1	2	1	1	1	,	,	1	-	1	-	1	ı	1	ı	ı	1	4	
AFTER NORMAL DAILY HOURS OF WORK EFFECTUEES EN SUS DE LA JOURNEE NORMALE DE	STRAIGHT TIME FOLLOWED BY TIME AND A HALF	TAUX SIMPLE SUIVI DU TAUX ET DEMI	WORKERS TRAV		ı	,	,	1	1	ı	1	1	ı	1	ı	1	1	ı	1	775	1	ı	1	,	775	
DAILY N SUS D	STRA FOL TIME	TAU SU TAU	AGMTS		1	1	ŧ	ı	ı	1	1	1	1	1	1	1	ì	r	1	-	1	ı	1	t	-	
TER NORMAL FECTUEES E	STRAIGHT TIME	TAUX SIMPLE	WORKERS TRAV		ı	3	ı	4	1	1	1	1	ı	t	ı	610	,	1	ı	ı	1	1	1	ı	610	
	STRA	TAU	AGMTS		1	ı	1	1	1	1	1	t	,	ı	ı	-	1	1	1	ı	ı	1	ı	1	-	
OVERTIME COMPENSATION HEURES SUPPLEMENTAIRES	NO PROVISION	AUCUNE DISPOSITION	WORKERS		1	1	1	950	295	i	1	250	1	1	ı	200	ì	235	400	220	1	1	1	1	2 550	
OVERTIM EURES S	Q 2	DIS	AGMTS			ı	ı	-	-	1	ı	-	1	ı	1	-	ŀ	-	-	-	ı	1	1	t	7	
DES H	ALL AGREEMENTS	CONVENTIONS	WORKERS TRAV		62 817	5 085	13 300	10 1	27 783			m	-	67 125	9 975						12 915	2 580	13 280	6 565	587 064	
REMUNERATION	ALL AG	CONV	AGMTS		114	6	26	1 1	23	_	26	29	13	123	20	61	78	36	88	63	3	∞	31	17	848	
ŭ			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEXILE INDUSIRIES	KNITTING MILLS	CLOIMING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 26 (CONT'D.)-TABLEAU 28 (SUITE)

X	REMUNERATION	DES H	OVERTIME URES SU	OVERTIME COMPENSATION HEURES SUPPLEMENTAIRES	TION AFT	OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS OF WORK EURES SUPPLEMENTAIRES EFFECTUEES EN SUS DE LA JOURNEE NORMALE DE TRAVAÎL	DAILY H SUS DE	CA JOURNE	RK E NORMA	LE DE TRA	AIL	
	TIME AND A	ND A HALF	TIME A FOLL DOUB	TIME AND A HALF FOLLOWED BY DOUBLE TIME	TIME AN DOUBLE TIME AN	TIME AND A HALF; DOUBLE TIME; DBLE TIME AND A HALF	DOUBLE	LE TIME	DOUBLE DOUBLE AND A H	DOUBLE TIME; DOUBLE TIME AND A HALF		
	TAUX ET	ET DEMI	TAUX SUI TAUX	TAUX ET DEMI SUIVI DU TAUX DOUBLE	TAUX TAUX D DOUBLE	TAUX ET DEMI; TAUX DBLE; TAUX DOUBLE ET DEMI	TAUX	TAUX DOUBLE	TAUX TAUX ET	DOUBLE; DOUBLE DEMI		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND. MANUFACTURIERES	
FOOD AND BEVERAGE	63	29 652	45	30 725	1	1	9	2 440	ı	1	ALIMENTS ET BOISSONS	
TOBACCO PRODUCTS	ı	ı	6	5 085	,	1	ş	1	1	ş	TABAC (PRODUITS)	
RUBBER AND PLASTICS	23	12 220	m	1 080	1	1	1	1	1	1	CADUTCHOUC/PLASTIQUE	
LEATHER INDUSTRIES	14	4 610	ı	,	1	ı	ı	1	,	t	INDUSTRIES DU CUIR	
TEXTILE INDUSTRIES	41	20 733	0	5 245	ı	1	ı	ı	1	,	TEXTILE	_
KNITTING MILLS	9		-	220	3)	ı	1	1	1	BONNETERIE	_
CLOTHING INDUSTRIES	25		-		ŀ	,	ı	1	'	1		
WOOD INDUSTRIES	4 (4 0	44 215	1	ı	t T	0		,	INDUSTRIES DU BOIS	
PAPER AND ALLTED	0 0	33 165	7 7	7 282	1 1	1 1		7 7000	1 1	1 ,	PAPIER/IND.CONNEXES	
PRINT/PUBLISH/ALLIED	000		15	7 415	1	1	. 0	735	ı	1	IMPRIM. / EDIT. / CONN.	
PRIMARY METAL	34	43 505	22	16 875	-	270	_	315		1	PREM. TRANSFORM. METAUX	_
METAL FABRICATING	42	13 735	m	12 295	1	1	D.	1 445	1	ı	FABRIC PROD. METAUX	
MACHINERY INDUSTRIES	16	12 075	16		1	ı	2	2 700	1	ı	MACHINERIE	
TRANSPORTATION EQUIP.	44	76 895	37		1	ı	9	4 165	1	ı	FABRIC. D'EQUIP. TRANS.	
ELECTRICAL PRODUCTS	19		42		1	t	1	,	ı	1	PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD	+	4 015	19	8 350	F	,	-	220	1	ı	PROD. MINIERS NON-MET.	
PETROLEUM & COAL PROD	1				ı	1	ı	1	ı	ı	CHARBON/PROD.PETROL.	
CHEMICAL & CHEM.PROD	10	3 555	18	6 805	1	ı	m	2 920	1	1	INDUSTRIE CHIMIQUE	
MISC. MANUFACTURING	o o			3 400	1	ı	ı	ı	1	ı	IND. MANUF. DIVERSES	
TOTAL	489	342 115	311	219 389	-	270	28	17 150	4	1	TOTAL	

TABLE 26 (CONT'D.)-TABLEAU 26 (SUITE)

NORMALE DE TRAVAIL			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	I EXTILE	BONNETERIE	IND. DO VELEMENT	MEIRI FO	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD.METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
AFTER NORMAL DAILY HOURS OF WORK EFFECTUEES EN SUS DE LA JOURNEE NORMALE DE		SP	ERS				,	1			1				1		1	ſ	1		009	,		1 600	
	OTHER	AUTRES DISPOSITIONS	AGMTS WORKERS CONV TRAV		1	•	1	1	1	1	1	, ,		-	1	,	1	1	1		2	1	1	5	
OVERTIME COMPENSATION EURES SUPPLEMENTAIRES	DOUBLE TIME; TRIPLE TIME	TAUX DOUBLE; TAUX TRIPLE	AGMTS WORKERS CONV TRAV		1	1	1	1	1	1	1	1	1 1	1	ı	1	1	1	1	1	1	1	1	1	
OVERTI REMUNERATION DES HEURES	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME	TAUX DOUBLE; TAUX DOUBLE ET DEMI; TAUX TRIPLE	WORKERS		ı	ı	ı	,	1	,	ı	1	1 1	,	1	1	1	1	1	1	1 225	1	1	1 225	
REMUNERA	DOUBLI TIME	TAUX (DOUB)	AGMTS		1	1	cs	S	S	1	ES	ı C	KES	IED -	1	1	IES -	UIP.	- ST	PROD -	PROD		5		
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	PAPER AND ALLTED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL I	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 27-TABLEAU 27

TRAVAIL	STRAIGHT TIME; TIME AND A HALF DOUBLE TIME	UX SIMPLE;TAUX ET DEMI PUIS TAUX DOUBLE	TS WORKERS NV TRAV GROUPE	IND. MANUFACTURIERES	- ALIMENTS ET BOISSONS	- TABAC (PRODUITS)	- CAOUTCHOUC/PLASTIQUE	- INDUSTRIES DU CUIR	1 1 105 TEXTILE	- BONNETERIE	IND. DU VETEMENT	- INDUSTRIES DU BOIS	- MEUBLES	1 380 PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	1 370 PREM.TRANSFORM.METAUX	- FABRICPROD. METAUX	- MACHINERIE	- FABRIC.D'EQUIP.TRANS.	- PRODUITS ELECTRIQUES	- PROD.MINIERS NON-MET.	- CHARBON/PROD.PETROL.	- INDUSTRIE CHIMIQUE	- IND.MANUF.DIVERSES	3 1 855 TOTAL	
JF WORK	-	¥	RS AGMTS			1	t .	1		1	1	1	,		1		1	1	1	775 -	1	1	1	1	775	
LY HOURS C	STRAIGHT TIME FOLLOWED BY TIME AND A HALF	TAUX SIMPLE SUIVI DU TAUX ET DEMI	AGMTS WORKERS CONV TRAV		-	1		-					1	1	-	-	1	1	1	+	-			1	-	
OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS OF WORK RATION DES HEURES SUPPLEMENTAIRES APRÈS LA SEMAINE NORMALE DE TRAVAIL		IMPLE	WORKERS AGI		1	,	1	1	ı	1	1	ı	1	í	1	1		,	1	1	1	1	,	r	1	,
ON AFTER	STRAIGHT TIME	TAUX SIMPLE	AGMTS W CONV		ı	ı	1	1	1	ı	1	1	ı	ı	1	1	1	1	1	1	1	1	1	1	F	
OMPENSATI RES SUPPL	VISION	AUCUNE	WORKERS		32 590		8 405		6 328	795				24 085	4 210		15 625	9 0 15		29 070		1 500	6 885	3 380	249 252	
ERTIME C	NO PROVISION	AUCUNE DISPOSIT	AGMTS		4 1	4	16	4	17	m	13	13	מו	5	-	27	44	23	49	39	10	U.	17	10	402	
UNERATION	EEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560	27 783	1 860	36 565		3 950	67 125	9 975	62 145	27 475	21 745	111 794			2 580	13 280	6 565	587 064	
REMUNE	ALL AGREEMENTS	TOUTES LES	AGMTS		114	6	26	15	523	7	26	29	£	123	20	61	78	36	88	63	31	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 27 (CONT'D.)-TABLEAU 27 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAI		
TRAVAIL	DOUBLE TIME; DOUBLE TIME AND A HALF	DOUBLE; DOUBLE DEMI	WORKERS TRAV		1	ı	t	1	ı	,	1	1	1	ı	ı	ı	1	1	ı	ı	ı	ı	ı	ı	,		
DE	DOUBLE DOUBLE AND A P	TAUX TAUX ET	AGMTS		1	1	ŧ)	1	1	1	,	ı	ı	ı	ı	1	1	ı	,	ı	1	1)	1		
OURS OF WO INE NORMAL	LE TIME	TAUX DOUBLE	WORKERS		585	1	1	ı	029	1	1	1	200	,	ı	1	1 245	100	1 200	ı	250	ı	2 100	ı	7 950		
EEKLY H	DOUBLE	TAUX	AGMTS		2	1	3	1	-	1	1	1	-	1	1	1	4	***	2	1	-	1	2	1	14	1	
OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS OF WORK ON DES HEURES SUPPLEMENTAIRES APRES LA SEMAINE NORMALE DE	TIME AND A HALF; DOUBLE TIME; DBLE TIME AND A HALF	TAUX ET DEMI; TAUX DBLE; TAUX DOUBLE ET DEMI	WORKERS		1	1	ı	,	1	1	1	1	1	1	ı	1	1	þ	,	400	1	1	ı	1	400		
ON AFTE	TIME ANDOUBLE	TAUX TAUX D	AGMTS		ı	1	ı	ı	1	1	1	1	1	1	1	,	1	1	ı	-	ı	1	1	ı	+	-	
COMPENSATI URES SUPPL	TIME AND A HALF FOLLOWED BY DOUBLE TIME	TAUX ET DEMI SUIVI DU TAUX DOUBLE	WORKERS TRAV		8 800	2 200	570	1	260	ı	1	1 470	585	1 875	1 740	7 580	1 405	1 425		9 830		755	2 330	1 720	מט טממ		
ERTIME DES HE	TIME A FOLL DOUB	TAUX SUI TAUX	AGMTS		18	4	2	1	2	,	ı	4	2	9	S	9	9	4	16	14	80	2	9	8	807	000	
OVERTIME COMPERED COM	ND A HALF	ET DEMI	WORKERS		20 842	250	4 325	3 620	19 120	1 065	17 930	39 000	1 520	40 785	4 025	41 165	9 200	10 205	48 730		3 515	1	1 965	1 465	070	ţ	
S. S.	TIME AND	TAUX ET	AGMTS		53	-	00	+	32	4	13	12	ณ	65	4	27	24	00	21	∞	12	1	9	4	0	0	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING		OLAL	

TABLE 27 (CONT'D.)-TABLEAU 27 (SUITE)

OF WORK NORMALE DE TRAVAIL			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE		INDUSTRIES DU BOIS	MEUBLES DADIED/IND CONNEXES	IMPDIM /FULL /CONN	PREM TRANSFORM METALIX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS OF WORK REMUNERATION DES HEURES SUPPLEMENTAIRES APRES LA SEMAINE NORMALE DE TRAVAIL	OTHER	AUTRES DISPOSITIONS	AGMTS WORKERS CONV TRAV		1	1	1	1	t	t	1	1	1 1	1	r	1	1	ı	1	1	1 325	1	1	325	
ERTIME COMPENSATION DES HEURES SUPPLE	DOUBLE TIME; TRIPLE TIME	TAUX DOUBLE; TAUX TRIPLE	AGMTS WORKERS CONV TRAV		1	1	1	1	1	1	ı		1 1	i	ı	1	1	1	1	ı	1	1	1	1	
0VE REMUNERATION	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME	TAUX DOUBLE;TAUX DOUBLE ET DEMI; TAUX TRIPLE	AGMTS WORKERS CONV TRAV		1	1	ı	1	1	1	1	1 1		t	1	1	1	1	i i	ı	ı	í	1	1	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	FIIDNITHIDE & FIXTHDES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS		PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 28-TABLEAU 28

SF	SPECIAL PROVI	PROVISION FOR		TIME COMP	ENSATION S EFFEC	OVERTIME COMPENSATION ON SATURDAY OR SUPPLEMENTAIRES EFFECTUEES LE SAMEDI	1	SIXTH DAY (OU LE GE JO	NOT NOR	DAY (NOT NORMALLY WORKED) GE JOUR (NORMALEMENT CHOME	ED) HOME)
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	STRAI	STRAIGHT TIME	STRAIG FOLLO TIME AN	STRAIGHT TIME FOLLOWED BY TIME AND A HALF	STRAIGHT TIME AND A DOUBLE T	STRAIGHT TIME; TIME AND A HALF DOUBLE TIME	
	TOUTES	TOUTES LES CONVENTIONS	AU	AUCUNE DISPOSITION	TAUX	TAUX SIMPLE	SUIV SUIV TAUX	TAUX SIMPLE SUIVI DU TAUX ET DEMI	TAUX SI ET DE TAUX	TAUX SIMPLE;TAUX ET DEMI PUIS TAUX DOUBLE	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND. MANUFACTURIERES
FUUD AND BEVERAGE	114	62 817	14	12 467	1	ı	1	1	1	1	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	0		ı	1	1	1	1	1	ı	1	TABAC (PRODUITS)
RUBBER AND PLASTICS	26		2	515	1	,	1	ł	ı	1	
LEATHER INDUSTRIES	15	5 560	4	066	ı	1	ì	ŧ	ı	1	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	14	4 920	t	1	1	+	2	1 510	TEXTILE
KNITTING MILLS	7	1 860			ı	1	ı	1	t	1	BONNETERIE
CLOTHING INDUSTRIES	26			19 580	ı	ı	ı	ı	1	1	
WOOD INDUSTRIES	29			950	ı	1	1	1	-	380	INDUSTRIES DU BUIS
FURNITURE & FIXTURES	13	3 950			ı	1	1	ı	,	1	MEUBLES PARITR/IND CONNEVES
PAPER AND ALLIED	123		14	7 390	1	ı	1	1	-	250	TAPLEK/IND.CONNEXES
PRINT/PUBLISH/ALLIED	20	-			1	1	ı		,	079	DOEM TOANSENDM METALIX
PRIMARY METAL	1 0	62 145	4 4	ひ 455	1 1				7 -		FABRIC - PROD METAUX
MACHINERY INDUSTRIES	0 98	21 745		1 620		ı	,	,	-	200	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794		2 340	1	1	1	ı	ı	1	
ELECTRICAL PRODUCTS	63	45 600		1 610	1	1	-	775	1	ı	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	6	4 380	ı	1	1	1	ı	ı	PROD. MINIERS NON-MET.
PETROLEUM & COAL PROD	00	2 580	-	205	ı	1	1	ı	ı	ı	CHARBON/PROD. PEIROL.
CHEMICAL & CHEM. PROD	31	13 280		825		1	1	ı	ı	1	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	က	1 260	1	1	1	ı	,	1	IND. MANUF. DIVERSES
TOTAL	848	587 064	66	68 002	ı	t	-	775	7	4 510	TOTAL

TABLE 28 (CONT'D.)-TABLEAU 28 (SUITE)

DAY (NOT NORMALLY WORKED) BE JOUR (NORMALEMENT CHOME)	DOUBLE TIME; DOUBLE TIME AND A HALF	DOUBLE; DOUBLE DEMI	WORKERS TRAV GROUPE	IND. MANUFACTURIERES	A IMENTS FT BOTSSONS	- TABAC (PRODUITS)	- CADUTCHOUC/PLASTIQUE	- INDUSTRIES DU CUIR	- TEXTILE	- BONNETERIE	- IND. DU VETEMENT	- INDUSTRIES DU BOIS	- MEUBLES	- PAPIER/IND.CONNEXES	- IMPRIM./EDIT./CONN.	- PREM. TRANSFORM. METAUX	- FABRICPROD.METAUX	- MACHINERIE	- FABRIC.D'EQUIP.TRANS.	- PRODUITS ELECTRIQUES	- PROD.MINIERS NON-MET.	- CHARBON/PROD.PETROL.		- IND. MANUF, DIVERSES	- T01AL	
NOT NO	DOUBI DOUBI AND /	TAUX TAUX ET	AGMTS		ŀ	1	1	1	ı	1	1	ı	ı	ı	ı	1	ı	1	1	ı	1	1	1	1	1	
SIXTH DAY	DOUBLE TIME	TAUX DOUBLE	WORKERS		2 370	1	ı	1	2 585	ŧ	ı	200	210		5 645	315			4 860	275	2 050	t	3 785	200	31 120	
1	DOUE	TAU	AGMTS		9	ı	1	1	m	ı	ł	-	-	2	=	_	=	m	00	-	Ŋ	1	D.	April -	53	
SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SATURDAY OR MUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE SAMEDI	TIME AND A HALF; DOUBLE TIME; DOU. TIME AND A HALF	TAUX ET DEMI; TAUX DBLE; TAUX DOUBLE ET DEMI	WORKERS		250	1	ı	ı	1	,	1	1	ı	,	ı	270	1	ı	1	ı	1	i	1	1	520	
NSATION S EFFEC	TIME ANDOUBLE	TAUX TAUX D	AGMTS		-	1	1	1	1	1	1	1	1	1	ı		ı	ı	ı	1	1	1	ı	ı	2	
OVERTIME COMPENSATION ON SATUR SUPPLEMENTAIRES EFFECTUEES LE	TIME AND A HALF FOLLOWED BY DOUBLE TIME	TAUX ET DEMI SUIVI DU TAUX DOUBLE	WORKERS		18 010		1 320	1	1 560	1	1	16 155		6 075		16 000					3 710	775	5 410	3 690	163 984	
OR OVER	TIME A FOLL DOUB	TAUX SUI TAUX	AGMTS		9	0	4	ı	m	1	1	€ (C)	2	17	4	2	28	16	37	44	0	2	14	ග	263	
SPECIAL PROVISION FOR REMUNERATION DES HEURES	ND A HALF	ET DEMI	WORKERS		28 090	ı	11 465	4 570	17 208											9 945	2 775	ł	3 260	1 415	314 923	
ECIAL P	TIME AND	TAUX ET	AGMTS		53	1	20	-	31	D.	17	-	00 (4 0	35	m :	N	40	12	00	ı	10	4	409	
SP			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINI/PUBLISH/ALLIED	PKIMAKY METAL	MEIAL FABRICATING	MACHINERY INDUSTRIES	TRANSPURIALIUN EQUIP.	ELECIRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 28 (CONT'D.)-TABLEAU 28 (SUITE)

SIXTH DAY (NOT NORMALLY WORKED) OU LE BE JOUR (NORMALEMENT CHOME)			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)		INDUSTRIES DU CUIR	1 T T T T T T T T T T T T T T T T T T T	BONNE JEKIE	INDISTRIES DI BOTS	METER FA	PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.IRANS.	PRODUITS ELECTRIQUES	PROD.MINIEKS NON-MET.	CHARBON/PROD. PEIROL.	INDUSIKIE CHIMIQUE	IND. MANUF. UIVERSES	TOTAL	
SIXTH DAY (NO																									
SAMEDI																									
ON SATURI	отнек	AUTRES	WORKERS TRAV		1 630	1	ı	1	1	ı	1 1		1	ı	1	1	1	1	ı	1	1 600	ı	1	3 230	
NSATION S EFFEC	10	AU	AGMTS		m	1	ı	ı	ı	1	,	ì	1 1	ı	1	1	1	ı	1	1	2	1	1	00	
OVERTIME COMPENSATION ON SATURDAY OR SUPPLEMENTAIRES EFFECTUEES LE SAMEDI	E TIME; E TIME	TAUX DOUBLE; TAUX TRIPLE	WORKERS		ı	1	ı	1	ı	1	1	ı	1 1	ı	ŀ	1	1	1	ı	1	ı	t	ı	t	
	DOUBLE TRIPLE	TAUX	AGMTS		1	1	,	1	1	ı	1	ı	1 1	1	1	,	ı	ı	ı	1	(ı	ı	1	
ROVISION FOR N DES HEURES	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME	TAUX DOUBLE; TAUX DOUBLE ET DEMI; TAUX TRIPLE	WORKERS TRAV		1	l	1	1	ı	1	ı	ı	1 1	ı	,	ŀ	1	1	1	1	ı	1	ı	1	
SPECIAL PROVI REMUNERATION DE	DOUBLE TIM TIME AND A TRIPLE	TAUX DOUBLE DOUBLE ET TAUX TRI	AGMTS		ı	1	ı	ı	1	1	ı	ı	l t		1	1	1	1	ı	ı	1	1	,	1	
SP			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PRINT/PUBLISH/ALLIED	PRIMARY METAI	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 29-TABLEAU 29

WORKED) EMENT CHOME)	TIME; A HALF TIME	TAUX IS	ERS GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOTSSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	_			SOO DEEM TRANSFORM METALLY		MACHINERIE	FABRIC.D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD, MINI	CHARBON/PROD. PETROL.		IND. MANUF. DIVERSES	1 500 TOTAL	
T NORMALLY	STRAIGHT TIM TIME AND A HAI DOUBLE TIME	TAUX SIMPLE;TAUX ET DEMI PUIS TAUX DOUBLE	AGMTS WORKERS CONV TRAV		-	-			,	1		1		,	+	- '	-	-	1	1	· · · · · · · · · · · · · · · · · · ·	-	1	-	
OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED) SUPPLEMENTAIRES EFFECTUEES LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHOME)	STRAIGHT TIME FOLLOWED BY TIME AND A HALF	SIMPLE /I DU ET DEMI	WORKERS AG		ţ	1	1	1	1	1	1	ì	1	,	1 1	1	1	,	1	1	1	,	1	1	
Y OR SEVI	STRAIG FOLLO TIME AN	TAUX SUIV TAUX	AGMTS		1	1	ı	1	1	ı	ı	,	1	1	1 [1	ı	ı	1	ŀ	1	1	1	1	
N ON SUNDA	STRAIGHT TIME	X SIMPLE	WORKERS		ı	ı	1	ı	,	1	1	ı	ı	ı	5 4	1	1	1	1	1	,	,	ŀ	1	
ENSATION ES EFFE	STRA	TAUX	AGMTS		1	1	1	1	1	ı	ı	1				1	1	1	1	,	1	1	1	1	
TIME COMP	NO PROVISION	AUCUNE DISPOSITION	WORKERS		1 850	1	1	1 510	1 8 15		23 550	250	200	1 200	, A		385	1 800	220	790	1	,	260	41 465	
1	NO PR	DISF	AGMTS		4	ı	,	4	9	2	14	-		-		4	-	2	400	m	ì	1	_	50	
SPECIAL PROVISION FOR REMUNERATION DES HEURES	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560	27 783		9	48 945	- 1 M	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			-	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
SPECIAL PROVI	ALL AG	TOUT	AGMTS		114	6	26	15	53	7	26	29	m (2 0	0 4	78	36	80	63	31	00	31	17	848	
SEMU			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	PARE & FIXIURES	PPINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC.MANUFACTURING	TOTAL	

TABLE 29 (CONT'D.)-TABLEAU 29 (SUITE)

SP	SPECIAL PROVI	ROVISION FOR		TIME COMPI	ENSATION ES EFFEC	OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED) SUPPLEMENTAIRES EFFECTUEES LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHOME)	I OR SEV	ENTH DAY (NOT NOR	MALLY WORK ORMALEMENT	CHOME)
	TIME AND	IND A HALF	TIME AND A FOLLOWED DOUBLE TI	ME AND A HALF FOLLOWED BY DOUBLE TIME		TIME AND A HALF; DOUBLE TIME; DOU. TIME AND A HALF	BOOUB	DOUBLE TIME	DOUBLE DOUBLE AND A F	DOUBLE TIME; DOUBLE TIME AND A HALF	
	TAUX ET	ET DEMI	TAUX SUI TAUX	TAUX ET DEMI SUIVI DU TAUX DOUBLE	TAUX TAUX D	TAUX ET DEMI; TAUX DBLE; TAUX DOUBLE ET DEMI	TAUX	TAUX DOUBLE	TAUX TAUX ET	DOUBLE; DOUBLE DEMI	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS TRAV	GROUPE
MANUFACTURING											IND.MANUFACTURIERES
FOOD AND BEVERAGE	Ť.	5 605	2	425	1	ı	83	50 702	9	3 205	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	1)	1)	1	ı	6		1	ı	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	200	-	240	1	ı	23		-	200	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	4		1	1	1	ı	7		ı	1	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	9	3 913	2	2 565	ı	ı	34	18 490	1	ı	PONNETERIE
KNITTING MILLS	1	' (1	1	ı	1	0 0	1 390	1 1	1 1	SUNNETERIE
WOOD INDUSTRIES	4 (000 60	· ·	2 655	1 1	1	16 0		1	ı	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	, -		,		1	ı	10		1	t	MEUBLES
PAPER AND ALLIED	64	39 300	4 1	19 855	1	ı	17		1	1	PAPIER/IND.CONNEXES
PRINT/PUBLISH/ALLIED	2	475	1	1	1	ı			ı	ı	IMPRIM. / EDIT. / CONN.
PRIMARY METAL	17	31 605	10	11 465	-	380	26		1	1	PREM. TRANSFORM. METAUX
METAL FABRICATING	00	2 580	2	405	ı	ı	28		2	460	FABRIC PROD. METAUX
MACHINERY INDUSTRIES	ı	1	2	1 150	ı	ı	ဗဗ		ı	1	MACHINERIE
TRANSPORTATION EQUIP.	ı	1	4	4 974		1	80		1	1	FABRIC. U'EQUIP. IKANS.
ELECTRICAL PRODUCTS	2	1 310	2	1 350	ŀ	ı	52		-	425	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	+	450	27	2 620	1	1	21	8 840	1	ı	PROD MINIERS NON-MET.
PETROLEUM & COAL PROD	1	ı	-	225	ı	1	2	755	1	ı	CHARBON/PROD. PETROL.
CHEMICAL & CHEM.PROD	+	435	-	290	1	1	29		1	ı	INDUSTRIE CHIMIQUE
MISC.MANUFACTURING	-	800	ı	ı	1	t	ر	5 505	1	1	IND. MANUF. DIVERSES
TOTAL	137	127 228	79	48 219	-	380	548	356 087	10	4 290	TOTAL

TABLE 29 (CONT'D.)-TABLEAU 29 (SUITE)

OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED) SUPPLEMENTAIRES EFFECTUEES LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHOME)			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE		INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	MACHINEDIE AUX	FABRIC D'FOUTP TRANS	PRODUITS ELECTRIQUES		CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
ON ON SUNDAY OR SEVE	OTHER	AUTRES DISPOSITIONS	WORKERS TRAV		450	1	1	1	1	1	1	1	375	1 ((()	235	C	200	1	1	1	1 600	ı	1	2 860	
MPENSATIC			S AGMTS CONV		250 2	1	1	ı	- 00	1	1	ı		1	1	2/0	1	705	4 10	215 -		ı	ı	05 10	
VERTIME CO	DOUBLE TIME; TRIPLE TIME	TAUX DOUBLE; TAUX TRIPLE	GMTS WORKERS CONV TRAV		-	1	1		1 000	1	1	1		1	1	- C	1		2 1 4		1	ı	ı	11 4 705	
SION FOR O	DBLE HALF; IME		WORKERS AGMTS TRAV CONV		330	1	1	1	1	1	1	1	1	1	1	1 1	1	ŀ	1	-	1	1	1	330	
SPECIAL PROVISION FOR REMUNERATION DES HEURES	DOUBLE TIME; DB TIME AND A HAL TRIPLE TIME	TAUX DOUBLE;TAUX DOUBLE ET DEMI; TAUX TRIPLE	AGMTS WOR		T	1	1	1	1	ŧ	ı	ı	ı	ı	1	1 1	1	1	ı	1	1	1	1	-	
SPE	۵۲	F	GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINI/PUBLISH/ALLIEU	METAL FARRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 30-TABLEAU 30

	RIGHT TO REFUSE IF OTHERS AVAIL. TO WORK	DROIT DE REFUSER SI D'AUTRES SONT DISPONIBLES	AGMTS WORKERS CONV TRAV GROUPE	IND.MANUFACTURIERES		1 370	- CAUDICHOUC/PLASITUDE	7 2 723	- BONNETERIE	- IND. DU VETEMENT		360	8 3 095 PAPIER/IND.CONNEXES	,	11 683	0000	000	5 385	715	- CHARBON/PROD.PETROL.	3 535	2 600 IND. MANUF. DIVERSES	64 36 508 TOTAL	
VTAIRES	RIGHT TO REFUSE RIGH	DROIT DE REFUSER DROI SI MOTIF SI I	WORKERS AGN TRAV CC		765		300		1	,		270	755	935	11 520			7 030		430	2 285	1 060	40 970	
RIGHT TO REFUSE OVERTIME REFUSER LES HEURES SUPPLEMENTAIRES			WORKERS AGMTS TRAV CONV		18 127 2		7 020	11 935 4	1 055	2 755 -	075			375	14 235 6	525	75 690 7	170	080		3 065 5	1 110 3	189 427 74	
RIGHT TO REFUSE OVERTIME EFUSER LES HEURES SUPPLE	OVERTIME PERFORMED ON A VOLUNTARY BASIS	TEMPS SUPPLEMEN- TAIRE EFFECTUE VOLONTAIREMENT	AGMTS WOR		38			2 3		2				4	24	20	 	2 00	4		7	4	265	
R) DRGIT DE REF	NO PROVISION	AUCUNE DISPOSITION	AGMTS WORKERS CONV TRAV		37 25 980		m (13 6 365	3 805	17 31 320	20 45 930	1 350	52	4	24		3 750		-		8 2 865	4 2 835	314 240 750	
	ALL AGREEMENTS NO	TOUTES LES CONVENTIONS	WORKERS AGI		62 817	5 085		5 560	_	36 565	48 945	3 950	67 125	_	62 145		21 745	- 10			13 280	6 565	587 064	
	ALL AGR	TOUTE	AGMTS		114	6	26	7 °C	7	26	29	13	123	20	61	78	36	00 (0	3 2	- α	3	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITING MILA	CIDTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	NONWETAL MINERAL BROD	DETECT WINESAL TROOP	CHEMICAL & CHEM PROD	MISC. MANUFACTURING	TOTAL	

TABLE 30 (CONT'D.)-TABLEAU 30 (SUITE)

			DROIT	DE	SHT TO R	RIGHT TO REFUSE OVERTIME REFUSER LES HEURES SUPPLEMENTAIRES	RT IME UPPLEMEN	TAIRES	:		
	OVERT PULSORY OF EM	OVERTIME COM- PULSORY IN CASES OF EMERGENCY	OVER	OVERTIME COMPULSORY	RIGHT TO AFTER PI COMPULSO	RIGHT TO REFUSE AFTER PERIOD OF COMPULSORY OVER.	RIGHT TO SPECIAL FOR SEN	IGHT TO REFUSE/ SPECIAL CONSID. FOR SENIORITY	.10	отнек	
	TEMPS S TAIRE TOIRE S	TEMPS SUPPLEMEN- TAIRE OBLIGA- TOIRE SI URGENCE	HEI SUPPLEM OBLIGA	HEURES SUPPLEMENTAIRES OBLIGATOIRES	DROIT DI SI SU OBLIG.	DROIT DE REFUSER SI SURTEMPS OBLIG. COMPLETE		DROIT DE REFUSER PREFERENCE POUR ANCIENNETE	AU DISPO	AUTRES DISPOSITIONS	
GROUPING	AGMTS CONV	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	ហ	1 910	2	775	0	8 790		1 885	2	985	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	1	1	ı	ı	_	1 055	-	250	+	470	TABAC (PRODUITS)
RUBBER AND PLASTICS	. 2	655	-	200	m (880	2	515	1	1	CADUTCHOUC/PLASTIQUE
TEXTILE INDUSTRIES	1	7.35	-	240	വെ	4 460	0	CIG	1 1	1 1	INDUSTRIES DU CUIR
KNITTING MILLS	1	1	1		,	1	1)	ı	1	BONNETERIE
CLOTHING INDUSTRIES	-	650	m	1 840	1	1	1	1	,	ı	IND. DU VETEMENT
WOOD INDUSTRIES	1	1	ı	1	2	455	ı	1	-	285	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	,	1	1	ı	1	ı	,	ş	1	1	MEUBLES
PAPER AND ALLIED	5	1 010	+	220	7	1 520	2	545	,	,	PAPIER/IND.CONNEXES
PRINI/PUBLISH/ALLIEU	2 0	8002	-	300	1	(ı	t	1	ı	IMPRIM. / EDIT. / CONN.
METAL FABDICATING	n (2 20 20	C	1	m н	1 140	1		1	,	PREM. TRANSFORM. METAUX
MACHINERY INDUSTRIES	0 4		7		0 +	0000		235	1 1	1 1	MACHINEDIE
TRANSPORTATION EQUIP.	4		ı	1	m	9 160	2	1 000	1	1	FABRIC.D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	10	9 945	ı	ı	-	260	ო	1 330	1	ı	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	2	1 055	ı	ı	m	1 020	1	1	1	1	PROD.MINIERS NON-MET.
PETROLEUM & COAL PROD	,	1	2	555	1	ı	ı	ı	1	ı	CHARBON/PROD.PETROL.
CHEMICAL & CHEM. PROD	2	089	1	ı	2	260	+	290	ì	1	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	_	300	-	260	-	200	-	200	1	1	IND. MANUF. DIVERSES
TOTAL	45	32 090	4	5 740	45	32 670	23	7 169	4	1 740	TOTAL

TABLE 31-TABLEAU 31

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAGUICHOUC/PLASIIQUE	TEXTILE TO COIN	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. IRANSFURM. METAUX	FABRIC PRUD. ME LAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD.MINIERS NON-MEI.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
\$ H	DISTRIBUTED WITHIN AN OCCUP. OR WAGE BRACKET	SURTEMPS REPARTI EQUIT/MEMES POS- TES OU SALAIRES	WORKERS				2 315	300		2 205		2 065			7 590							080 9	2 235	110 800	
EMPLOYES	DISTR WITHIN OR WAGE	SURTEMP EQUIT/M TES OU	AGMTS		21	4	_ '	- 00	2	m	9	7	7	-	16	30	9	300	28	15	4	12	7	235	
EMPLOYEES ENTRE LES	DISTRIBUTED WITHIN A DEPARTMENT	SURTEMPS REPARTI EQUIT/ECHELLE DU MEME SERVICE	WORKERS		5 330		2 480	2 640		1 175	735	210	4 105						16 350	530	300	2 775	230	86 140	
NT AIRES	DIST WIT DEPA	SURTEMP EQUIT/E MEME	AGMTS		12	2		1		2	-	-	0	-	14	12	4	_	18	2	-	00	-	108	
EQUITABLE DISTRIBUTION OF OVERTIME AMONG TON EQUITABLE DES HEURES SUPPLEMENTAIRES	DISTRIBUTED PLANT-WIDE	SURTEMPS REPARTI EQUIT/ECHELLE DE L'ENTREPRISE	WORKERS TRAV		10 530		3 525	250	1	11 000	700	ı		2 320		1 825				2 800	225	790	1 000	69 460	
BUTION S HEURE	DIST	SURTEMP EQUIT/E L'ENT	AGMTS		15	-	4	- v)	2	2	ı	6	4	00	S	4	14	9	ญ	-	2	m	92	
REPARTITION EQUITABLE DE	NO PROVISION	AUCUNE DISPOSITION	WORKERS TRAV		27 930	1 420		4 575		22 185		1 045	55 150			7 920	4 110		2 515	760	495	2 710	3 100	231 668	
EQUITA TION EQ	NO PR	AUDISP	AGMTS		48	2	9	- 0	0	- 6	19	4	93	14	19	25	80	11	מ	က	2	7	Q	325	
REPARTI	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560		36 565			67 125	9 975		27 475	21 745	111 794	45 600	12 915	2 580	13 280	"	587 064	
	ALL AG	TOUT	AGMTS		114	6	26	- T	U D L	26	29	13	123	20	61	78	36	88	63	31	00	3	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	IEXIILE INDUSIRIES	CLOTHING MILLS	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 31 (CONT'D.)-TABLEAU 31 (SUITE)

HES ENTRE LES EMPLOYES	ОТНЕК	AUTRES	GMTS WORKERS CONV TRAV GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	1 CAOUTCHOUC/PLASTIQUE	- INDUSTRIES DU CUIR	TEXTILE	1 230 BONNETERIE	IND. DU VETEMENT	- INDUSTRIES DU BOIS	MEUBLES	- PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	- PREM. TRANSFORM. METAUX		MACHINERIE	FABRIC. D'EQUIP. IRANS.	PRUDUIIS ELECTRIQUES		INDICATOR CHAMIONE	IND. MANUF. DIVERSES		4 1 305 TOTAL	
EQUITABLE DISTRIBUTION OF OVERTIME AMONG REPARTITION EQUITABLE DES HEURES SUPPLEMENTAIRES	PREFERENCE GIVEN TO SENIOR EMPLOYEES	PREFERENCE ACCORDEE AUX PLUS ANCIENS	AGMTS WORKERS AGMTS CONV TRAV CONV		13 4 797	1			3 1 230	1	1	380		3 1 370	1		2 245		2 409	C) N	1	1		30 14 021	
EQUITABLE DISTRICTION EQUITABLE DES	COMBINATION: WITH -IN A DEPT./OCC. OR WAGE BRACKET	COMB/SELON POSTE OU SALAIRES D'UN MEME SERVICE	AGMTS WORKERS CONV TRAV		5 2 500	1	2 1 740	,	3 1 320	1	ı	1		2 705	1 0		2 220	7 4		0 0	J '	2 925	1		52 70 820	
REPARTI	COMBINATION: PLANT-WIDE/OCC. OR WAGE BRACKET	COMB/SELON POSTE OU SALAIRES AU NIV. DE L'ENTR.	AGMTS WORKERS CONV TRAV		ı	1	1	ı	1	1	1	1	1	ı	1	1	1 1	0 0	7 '	1	1	1	ı	-	2 2 850	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOUD INDUSIRIES	DADED AND ASSETS	PAPER AND ALLIED	PRINI/PUBLISH/ALLIEU	METAL CAPOTOATINO	MACHINEDY INDICTORES	TRANSPORTATION FOLID	ELECTRICAL PRODUCTS	NONMETA! MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM, PROD	MISC. MANUFACTURING	++	I U I A L	

TABLE 32-TABLEAU 32

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	CADITECTORIS ASTIGIE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BUIS	PAPIED/IND CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. IKANS.	PRODUILS ELECIKIQUES	PROD. MINIERS NON-MEI.	CHAKBON/ PROD. PEIROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	15 CENTS PER HOUR	15 CENTS L'HEURE	WORKERS		7 382	000	2000	2 010	220	1	750	2 220	1	8 535	1 410	1 915	965	i i	1 575	ŧ	1	450	30 137	
	15 PER	15 L'H	AGMTS		9	1	- (*	7 (-	1	m e	7 0	0 1	Ŋ	TU.	2	m	1	4	1		_	51	
	TO 14 CENTS PER HOUR	A 14 CENTS L'HEURE	WORKERS		1	ı	2 40	8 650	225	255	1	1 1	. 1	385	350	1 415	380	1	1 210	1	320	1	13 400	
SHIFT)	11 TO PER	11 A L'	AGMTS		1	r	,	14	-	_	1	1	1 1	-	-	2	_	ı	m	1	-	ı	26	
SHIFT PREMIUM (SECOND SHIFT) PRIME DE DEUXIEME QUART	CENTS OR LESS PER HOUR	CTS DU MOINS L'HEURE	WORKERS		775	1	1 1	3 948	715	1	630	210	1 1	1	1 600	ı	ı	1	1	1	1	1	7 878	
PREMIU ME DE D	10 CENT PER	10 CTS	AGMTS		2	í	1 1	0	2	1	2	-	, ,	ŀ	2	1	1	1	,	ı	ı	ı	19	
SHIFT	NO PROVISION	AUCUNE DISPOSITION	WORKERS TRAV		2 105	1	655	640	210	35 910	985	210	7000	,	630	235	2 519	715	250	1	310	1	47 699	
	NO PR	AU	AGMTS		ญ	ı	2 2	7 7	-	24	m	-		1	m	-	9	က	-	1	-	1	59	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817		13 300	27 783	_	36 565	~		67 125	62 145		21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	6	26		7	26	29	1	123	200	78	36	88	63	31	∞	3	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINI/PUBLISH/ALLIEU	METAL FARRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC.MANUFACTURING	TOTAL	

TABLE 32 (CONT'D.)-TABLEAU 32 (SUITE)

				SHIFT	PREMIU	SHIFT PREMIUM (SECOND SHIFT) PRIME DE DEUXIEME QUART	SHIFT)				
	16 TO 19 CE PER HOUR	TO 19 CENTS PER HOUR	20 PER	20 CENTS PER HOUR	21 TO PER	21 TO 25 CENTS PER HOUR	26 TO PER	26 TO 30 CENTS PER HOUR	MORE THAN 30 PER HOUR	THAN 30 CTS PER HOUR	
	16 A	16 A 19 CENTS L'HEURE	20 L'H	20 CENTS L'HEURE	21 A	A 25 CENTS L'HEURE	26 A L'	A 30 CENTS L'HEURE	PLUS DE	PLUS DE 30 CENTS L'HEURE	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND.MANUFACTURIERES
FOOD AND BEVERAGE	00	5 080	10	4 325	42	23 165	10	4 310	29	14 350	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	1	ı	-	540	4	1 920	8	1 675	+-	950	TABAC (PRODUITS)
RUBBER AND PLASTICS	2	490	10	4 860	0	6 440	2	655	ì	t	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	2		m	069	-	950	ţ	1	1	ı	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	9	2 295	m	1 855	4	1 880	-	029	7	1 985	TEXTILE
KNITTING MILLS	1	1	t	ı	8	1	ı	1	-	260	BONNETERIE
CLUIMING INDUSTRIES			1	-	1	1	1	1	ı	ì	IND. DU VETEMENT
WOOD INDUSTRIES	4	28 980	Ω.	1 230	-	285	-	16 085	1	1	INDUSTRIES DU BOIS
DADED AND ALLIED	1	£	- 0		ທີ່	1 650	2 7		ı	(MEUBLES
PATER AND ALLIED	20	0 783	97	3/2/8	4	000 88	2	12 980	20	700	PAPIER/IND.CONNEXES
PRIMARY METAI		1 202	000	ם מ	Ç	000	1	1	00	2 080	IMPRIM./EDIT./CONN.
METAL FABRICATING	1 1	2 060	0 0	200000	D 0		<u> </u>	2000	n (2 6 2 5	FREM. IKANSFORM. METAUX
MACHINERY INDUSTRIES	2		2		9 9		0		9		MACHINERIE
TRANSPORTATION EQUIP.	7	4 590	10	8 080		6 175	13	13 695	17	17 285	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	4	1 315	D	1 465	14	10 690	12	6 245	14	11 950	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	7	3 820	4	1 8 15	m	1 240	D.	1 595	m	1 110	PROD.MINIERS NON-MET.
PETROLEUM & COAL PROD	t	ı	1	1	ı	1	1	1	ro.	1 480	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	1	ŀ	4	1 860	00	2 705	IJ	1 765	0	5 225	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	m	765	m	930	4	852	2	890	m	1 875	IND. MANUF. DIVERSES
TOTAL	74	58 170	130	71 085	193	119 560	108	75 460	107	66 055	TOTAL

TABLE 32 (CONT'D.)-TABLEAU 32 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)		INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	- 4 - 4 - 6 - 1	OLAL	
	OTHER	AUTRES DISPOSITIONS	WORKERS		1	1	1	1	1	ı	1	1	1	1	545	ı	230	1	2 400	450	1	1	t	1		3 925	
	10	AU DISPO	AGMTS		ı	1	ı	1	1	ı	ı	1	1	1	2	1	2	1	m	-	ı	ı	1	,	(20	
	PERCENTAGE OF REGULAR WAGE	POURCENTAGE DU SALAIRE REGULIER	WORKERS		1 325	1	1	300	3 850	230	400	1	200		6 355	099	4 340	2 305	55 355	9 995	300	1 100	1 095	800		6// 68	
SHIFT)	PERCE	POUR DU RE	AGMTS		2	1	1	-	4	-	+	1	_	4	00	2	α	m	16	9	-	m	0	-		65	
SHIFT PREMIUM (SECOND SHIFT PRIME DE DEUXIEME QUART	MONTHLY PREMIUM	PRIME MENSUELLE	WORKERS TRAV		1	1	1	1	1	ı	ı	ı	ı	1	,)	1	1	1	1	1	1	ı	ı		ı	
ME DE C	MONTH	PRIME	AGMTS		1	ı	1	1	ı	1	1	1		1	ı	1	ŀ	1	ı	1	ı	1	1	,		1	
SHIFT	WEEKLY PREMIUM	PRIME HEBDOMADAIRE	WORKERS		ı	ı	1	1	ı	1	í	1	ı	ŧ	225	ı	ı	1	350	,	1	,	1	ı		575	
_	WEEKLY	HEBDO	AGMTS		1	1	1	1	,	,	1	1	1	1	-	,	1	1	-	1	,	1	,	1		2	
	DAILY PREMIUM	PRIME QUOTIDIENNE	WORKERS		1	1	ı	ı	ı	1	1	1	1	1	570	,	ı	,	,	2 775	1	1	1	1		3 345	
	DAILY	QUOT	AGMTS		1	1	1	1	1		1	1	1	1	2	ı	1	ŀ	1	4		ı	,	í		9	
			GROUPING	MANUFACTURING	FOOD AND REVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FARRICATING	MACHINERY INDISTRIES	TPANSPORTATION FOLLS	FIEGTBICAL PRODUCTS	NONMETAL MINERAL PROD	DETENDED FIN & COAL PROD	CHEMICAL & CHEM PROD	MISC. MANUFACTURING		TOTAL	

TABLE 33-TABLEAU 33

				T		_	_	_	_	_		_			_	_	_									
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIGUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	15 CENTS PER HOUR	15 CENTS L'HEURE	WORKERS		5 172	1	1	205	1 140	365	1	,	210	1	1	1	1	2 100	725	7	200	ı	ı	1	10 117	
	25 PER	15	AGMTS		4	ł	ı	-	m	_	1	t	-	1	1	1	ı	7	2	1	+	ı	ı	1	15	
	11 TO 14 CENTS PER HOUR	11 A 14 CENTS L'HEURE	WORKERS		1	ı	ı	1	298	J	1	ı	1	1	1	1	1 400	1	ı	ı	ı	1	1	1	1 698	
SHIFT) QUART		11 A	AGMTS		1	1	1	1	-	}	1	ı	3	ı	ı	ı	_	1	ı	1	ı	1	1	i	2	
SHIFT PREMIUM (THIRD PRIME DE TROISIEME	CENTS OR LESS PER HOUR	10 CTS OU MOINS L'HEURE	WORKERS		1 220	1	1	1	ı	1	1	250	1	ı	1	ı	,	1	ı	1	j.	1	1	1	1 470	
T PREMIL	10 CENT	10 CTS	AGMTS		m	1	1	1	ł	1	1	-	,	1	ı	ı	ı	ı	ı	1	ı	1	1	ı	4	
SHIF	NO PROVISION	AUCUNE DISPOSITION	WORKERS		1 900	1	655	1 925	640			2 625	375	200	1 040	1	1 030		4 029	066	250	1	310	1	53 344	
	NO PR	DISF	AGMTS		4	1	2	4	2	-	25	00	-	-	4	ı	D.		0	4	***	1	-	ı	75	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300				36 565						27 475						13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	6	26	15	23	7	26	29	ب	123	20	9	78	36	00	63		00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEXITLE INDUSIRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	FKIMAKY METAL	MEIAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECIRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 33 (CONT'D.)-TABLEAU 33 (SUITE)

SHIFT PREMIUM (THIRD SHIFT)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE		INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	4 +	10 AL	
	THAN 30 CTS PER HOUR	PLUS DE 30 CENTS L'HEURE	WORKERS			5 085	135		3 490	260	1	785	535	12 840	1 880		5 255		31 315	12 380	2 705	1 480	7 565	1 875		139 960	
	MORE THAN 30 PER HOUR	PLUS DE	AGMTS		39	0	ო	-	9	-	1	2	2	25	2	21	15	12	29	17	00	S	16	က		8-2	
	TO 30 CENTS PER HOUR	A 30 CENTS L'HEURE	WORKERS		7 905	1	6 275	1	582	1	255	14 850	009	33 135	1	5 235	4 290	2 460	8 655	12 795	3 055	1	2 880	1 080	L	104 055	
SUART	26 TO PER	26 A L	AGMTS		22	1	00	1	2	ı	-	0	2	45	1	O	12	80	Ŧ	18	7	ı	00	m	i (163	
PRIME DE TROISIEME QUART	TO 25 CENTS PER HOUR	A 25 CENTS L'HEURE	WORKERS		19 375	1	4 535		5 680	1	1	775	1 050	12 535	1	33 895	7 235	3 345	5 170	6 215	5 925	1	1 110	2 695		111 /40	
ME DE 1	21 TO PEF	21 A	AGMTS		33	1	11	9	=	ı	ı	m	8	34)	27	23	7		13	11	1	2	80		203	
PR	20 CENTS PER HOUR	20 CENTS L'HEURE	WORKERS		2 935	1	700	1	9 125	445	ı	380	350	3 595	1	835	1 950	315	3 600	1	480	ı	320	915		25 945	
	20 PEF	20 L'1	AGMTS		4		2	1	16	2	1	-	-	6	1	2	7	-	5	ı	2	,	-	m		56	
	16 TO 19 CENTS PER HOUR	16 A 19 CENTS L'HEURE	WORKERS		3 000	ı	1	680	2 715	350	1	29 280	630	800	1	1	1 645	915	940	1	1	ı	1	1		40 955	
	16 TO PER	16 A L	AGMTS		2	1	1	2	7	-	ŀ	D.	2	2		1	9	-	m	1	1	,	1	1		 	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIFD	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	FLECTRICAL PRODUCTS	NONMETA! MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM PROD	MISC MANIE ACTURING		TOTAL	

TABLE 33 (CONT'D.)-TABLEAU 33 (SUITE)

				SHIF	F PREMIU	SHIFT PREMIUM (THIRD S PRIME DE TROISIEME	SHIFT) QUART					
	DAILY	DAILY PREMIUM	WEEKLY	WEEKLY PREMIUM	MONTHL	MONTHLY PREMIUM	PERCE	PERCENTAGE OF REGULAR WAGE	10	OTHER		
	QUOT	PRIME QUOTIDIENNE	HEBDC	PRIME HEBDOMADAIRE	PRIME	PRIME MENSUELLE	POUR DU RE	POURCENTAGE DU SALAIRE REGULIER	AU DISPO	AUTRES DISPOSITIONS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND. MANUFACTURIERES	
FOOD AND BEVERAGE	-	205	ı	ı	1	1	2	1 325	1	1	ALIMENTS ET BOTSSONS	
TOBACCO PRODUCTS	E	1	1	1	(1	ı		1	1	TABAC (PRODUITS)	
RUBBER AND PLASTICS	1	1	1	1	,	1	1	1	1	1	CAOUTCHOUC/PLASTIQUE	
LEATHER INDUSTRIES	ı	1	1	1	1	ı	-	300	1	ř	INDUSTRIES DU CUIR	
TEXTILE INDUSTRIES	1	ı	1	ı	1	1	4	3 850	-	260	TEXTILE	
KNITTING MILLS	1	1	1	t	1	1	+	230	1	ì	BONNETERIE	
CLOTHING INDUSTRIES	ı	ı	ı	1	1	ŀ	1	1	1	ŀ	IND. DU VETEMENT	
WOOD INDUSTRIES	,	1	1	1	1	ı	1	1	ı		INDUSTRIES DU BOIS	
PAPER AND ALLTED	C	0 1 1 1			1	1		200	1	ı	MEUBLES	
PRINT/PUBLISH/ALLIED	2 -	2 000	T	200	1 1	j l	4 0	1 165	1	0	PAPIER/IND. CONNEXES	
PRIMARY METAL			- 1	2 1	1	,	0 0		- ,	7.30	DREM TRANSFORM METALLY	
METAL FABRICATING	1	1	1	ì	1	1	00	4 340	-	330	FABRIC - PROD METAUX	
MACHINERY INDUSTRIES	1	i	ı	1	1	,	2	1 930	t	1	MACHINERIE	
TRANSPORTATION EQUIP.	ı	1	1	ı	1	1	15	54 960	m	2 400	FABRIC.D'EQUIP.TRANS.	
ELECTRICAL PRODUCTS	4	2 775	1	ı	1	1	מ	9 570	2	875	PRODUITS ELECTRIQUES	
NUNMEIAL MINERAL PROD	ı	1	ı	,	ı	1	-	300	1	1	PROD. MINIERS NON-MET.	
PEIRULEUM & COAL PROD	,	1	1	1	,	1	m	1 100	ı	1	CHARBON/PROD.PETROL.	
CHEMICAL & CHEM. PROD	1	1	ı	1	1	ı	m	1 095	}	1	INDUSTRIE CHIMIQUE	
MISC. MANUFACIURING	,	,	ı		ı		,	ı	3	t	IND. MANUF. DIVERSES	
TOTAL	Ø	6 080	400	225	1	ı	09	87 380	00	4 095	TOTAL	

TABLE 34-TABLEAU 34

			GROUPE	IND. MANUFACTURIERES		TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DO VETEMENT	INDUSTRIES DU BOIS	MEUBLES COMMITTED	PAPIER/IND. CUNNEXES	IMPRIM./EUII./CONN.	TANDED DOOD MITTERS				PRUDUILS ELECTRIQUES	PROD. MINIERS NON-MEI.	CHARBON/PROD. PEIROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	STRAIGHT TIME TIME AND A HALF DOUBLE TIME	TAUX SIMPLE;TAUX ET DEMI PUIS TAUX DOUBLE	WORKERS		700	1	ı	1	1	ŀ	ı	ı	1	ı	1	ı	1	005	1	1	1	1	ı	1	1 200	
S	STRA TIME DOUI	TAUX S	AGMTS		-	,	ı	1	,	ı	ı	1	ı	1	1	1		_	1	į	1	1	,	ı	2	
PREMIUM RATES FOR WORK ON PAID HOLIDAYS POUR LE TRAVAIL EFFECTUE LES JOURS FERIES PAYES	STRAIGHT TIME FOLLOWED BY TIME AND A HALF	TAUX SIMPLE SUIVI DU TAUX ET DEMI	WORKERS		1	1	1	1	ı	1	1	ı	i	1	ı		1	1	ı	ì	ı	ı	1	ı	ı	
AID HOL	STRA FOLI TIME	SUSTAU	AGMTS		1	1	1	1	1	ì	1	1	ì	1	(1	1	1	1	ı	1	ı	1	1	1	
WORK ON P	STRAIGHT TIME	TAUX SIMPLE	WORKERS		1	,	٠	1	1	1	1	1	1	1	,	1	1	1	ı	1	1	1	1	ı	t	
TES FOR	STRA	TAU	AGMTS		1	1	1	1	1	ı	1	t	1	t	,	1	1	ı	ı	'	1	1	1	1	1	
REMIUM RA	NO PROVISION	AUCUNE DISPOSITION	WORKERS		780	1	545	1	495		26 210	610	1	475	1	200	770	220	645	2 125	ł	1	225	1	33 560	
PRIME PC	NO PR	AL	AGMTS		m	1	2	ı			80		t	2	ı					4	1	1	-	ı	32	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817		13 300	5 560	27 783	1 860	36 565	48 945	3 950	67 125		62 145			111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	0	26	15	53	7	26	29	13	123	20	61	78	36	88	63	31	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 34 (CONT'D.)-TABLEAU 34 (SUITE)

## TAUX DOUBLE ET DEMI	4 5
S S S S S S S S S S S S S S S S S S S	- Δ
53 34 100 2 1 040 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	WORKERS AGMTS WORKERS AGMTS WORKERS TRAV CONV TRAV
53 34 100 2 1 040 2 1 12 115	
21 15 085	18 622 7 3 800 3
16 9 095	1
16 9 095	
2	450
3 4 525	15 603 3 2 033
32 830	- 1
32 16 140	
395 274 414 8 5 275	450 -
21 9 015 2 940 23 13 540 2 550 70 101 044 1 450 18 905 1 2 815 7 2 815	23 355 50 26 905 -
395 13 540 2 550 70 101 430 - 1 450 32 23 150 - 1 295 - 7 2 815 295 8 905 - 1 295 8 2 565	, 20 G
27 17 430 - 450 70 101 044 1 450 18 8 905 1 295 - 7 2 815	0 00
70 101 044 1 450 32 23 150 - 295 18 8 905 1 295 7 2 815 - 2 8 2 565 3 395 274 414 8 5 275	000000000000000000000000000000000000000
32 23 150 PRODUITS 8 905 1 295 PRODUITS - 7 2 815 INDUSTRIE 8 2 565 IND.MANUF 395 274 414 8 5 275 TOTAL	4 4
18 8 905 1 295 7 2 815	14
2 845	8 2 570
7 2 815 8 2 565	
395 274 414 8 5 275 TOTAL	066
395 274 414 8 5 275	e
	73 835 113 73 835 5

TABLE 34 (CONT'D.)-TABLEAU 34 (SUITE)

TABLE 35-TABLEAU 35

				GUARANT	GUARANTEED EMPLOYMENT EMPLOI OU REVENU	NTEED EMPLOYMENT OR EARN EMPLOI OU REVENU GARANTI	OR EARNINGS GARANTI	:				
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	MORE DAY, THAN	MORE THAN ONE DAY, BUT LESS THAN ONE WEEK	WEEKL	ON A WEEKLY BASIS	MONTH	ON A MONTHLY BASIS		
	TOUT	TOUTES LES CONVENTIONS	ADISP	AUCUNE DISPOSITION	PLUS D MAIS D'UNE	PLUS D'UN JOUR, MAIS MOINS D'UNE SEMAINE	A LA	A LA SEMAINE	AU	AU MOIS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	99	30 610	10	10 540	ω ±	16 027	2	3 965	ALIMENTS ET BOTSSONS	_
TOBACCO PRODUCTS	0	5 085	6	5 085	ı	ı	1	1	1		TABAC (PRODUITS)	
RUBBER AND PLASTICS	26	13 300	24	12 555	ı	4	2	745	1	1	CADUTCHOUC/PLASTIQUE	
LEATHER INDUSTRIES	15		15		!	1	ı	1	ı	1	INDUSTRIES DU CUIR	
TEXTILE INDUSTRIES	53	27 783	20	26 323	_	400	-	535	ı	1	TEXTILE	
KNITTING MILLS	7		7		ı	1	ı	1	1	1	BONNETERIE	
CLOTHING INDUSTRIES	26		25	_	1	1	+	200	1	1	IND. DU VETEMENT	
WOOD INDUSTRIES	29	m	27		2	7 800	1	1	1	ı	INDUSTRIES DU BOIS	
FURNITURE & FIXTURES	00	-	12		,		-	325	ı	1	MEUBLES	
PAPER AND ALLIED	123	_	15		00	3 365	ŀ	ı	1	1	PAPIER/IND.CONNEXES	
PRINI/PUBLISH/ALLIED	20	_	19		1		1	1	1	ı	IMPRIM./EDIT./CONN.	
PRIMARY METAL	61		22		2	5 070	1	1	1	1	PREM. TRANSFORM. METAUX	
METAL FABRICATING	78	27 475	73		2		2	610	1	ı	FABRIC PROD. METAUX	
TRANSPORTATION TONIES	38		34			1 100	_	210	ı	,	MACHINERIE	
KANSPURIALIUN EQUIP.	00		080		4	24 675	m	1 315	ı	1	FABRIC. D'EQUIP. TRANS.	
ELECIRICAL PRODUCTS	63	45 600	61		2	1 610	1	f	1	1	PRODUITS ELECTRIQUES	
NUNMETAL MINERAL PROD	m	12 915	29		-	225	+	800	ı	1	PROD.MINIERS NON-MET.	
PETROLEUM & COAL PROD	00	01	00	2 580	í	ı	1	1	1	1	CHARBON/PROD. PETROL.	
CHEMICAL & CHEM. PROD	3	13 280	31		ì	ı	1	1	1	1	INDUSTRIE CHIMIQUE	
MISC. MANUFACTURING	17	6 565	17	6 565	1	ı	1	ı	1	1	IND. MANUF. DIVERSES	
TOTAL	848	587 064	759	498 172	33	58 035	43	21 067	2	3 965	TOTAL	

TABLE 35 (CONT'D.)-TABLEAU 35 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	POWELTER	IND DI VETEMENT	INDICTORES DI BOTS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM, TRANSFORM, METAUX	FABRICPROD.METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF.DIVERSES	TOTAL	
NTEED EMPLOYMENT OR EARNINGS EMPLOI OU REVENU GARANTI	ОТНЕК	AUTRES DISPOSITIONS	S WORKERS IV TRAV		300	1	t	1	1	1			1	1	2 2 425	,	1	1 700	-	1	1	ŀ	1	4 3 425	
GUÁRANTEED EMPLOYMENT EMPLOI OU REVENU	ON A SEASONAL BASIS	SAISONNIERE	AGMTS WORKERS AGMTS CONV TRAV CONV		1	1	1	1	1	1 1		· · ·	1	1	1	1	1	1	1	1	1	1	1	1	
	ON AN ANNUAL BASIS S	PAR ANNEE	AGMTS WORKERS A CONV TRAV		4 1 375	1	1	1	1 525	1	1	1 1	1	1 300	1	1 200	1	1	1	1	1	1	1	7 2 400	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CCOTHING INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 36-TABLEAU 36

			RE	REPORTING PAY INDEMNITE DE			ARLY SCHEDULED WOR - HORAIRE REGULIER	D WORK			
	ALL AGREEME	REEMENTS	NO PR	NO PROVISION	2 HOURS OR OF WORK OR	S OR LESS		3 HOURS OF WORK OR PAY	4 HO WORK	4 HOURS OF WORK OR PAY	
	TOUT	TOUTES LES CONVENTIONS	AU	AUCUNE DISPOSITION	2 HRES DE TR DE REM	2 HRES OU MOINS DE TRAVAIL OU DE REMUNERATION	3 HE TRAV REMUN	3 HEURES DE TRAVAIL OU REMUNERATION	4 HE TRAV REMUN	4 HEURES DE TRAVAIL OU REMUNERATION	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	28	10 585	7	6 200	9	1 977	57	35.9	ALTMENTS ET BOTSSONS
TOBACCO PRODUCTS	ග		IJ	3 370	ı		N	1 010	, —		TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	-	510	ı	ı	-	275	23	12 015	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	÷ 1		1	1	ı	1	1		15		INDUSTRIES DU CUIR
VALITATING MILLS	ນ		m ·	1 145	ı	ı	n	2 300	46	23 813	TEXTILE
NALLING MILLS			- 1	260	ı	ı	-	230	U	1 370	BONNETERIE
WOOD INDUSTRIES	26	36 565	ا كا	1 440	ı		- 1	360	0 0		-
FURNITURE & FIXTURES	5 5		-	210	2	000 +	- 0	7 2 C	× 0	34 645	MELIDI ES DU BOIS
PAPER AND ALLIED	123		4	1 750	67	40 350	N (7)	3 2 15	2 4		PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	-	12	4 940	1	1	-	700	-		IMPRIM, /EDIT, /CONN.
PRIMARY METAL	61		m	1 215	2	1 250	-	4 105	5	53 010	PREM. TRANSFORM. METAUX
METAL FABRICATING	78		D.	1 365	-	320	2	605	63	20 590	FABRICPROD. METAUX
TDANGED TATION TONES	98		י טו		que l		2	882	26		MACHINERIE
TRANSPORTATION EQUIP.	00 (111 794	7.5		9	00	7	1 400	65		FABRIC, D'EQUIP, TRANS.
MONMETAL MINITON DESCRIPTION	500		-	5 955	ı	ı	-	089	20		PRODUITS ELECTRIQUES
DETENTION OF STATE	3.7		- '	295	ı	1	-	200	28	12 170	PROD.MINIERS NON-MET.
PEIKULEUM & CUAL PRUD	00		4	322	ı	1	-	300	m	925	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	3		00	4 795	i	ı	î	1	23	8 485	INDUSTRIE CHIMIQUE
MISC. MANUFACIUKING	1.	6 565	m	1 070	ž	I	1	ı	14	5 495	IND.MANUF.DIVERSES
TOTAL	848	587 064	112	47 649	94	70 815	31	19 027	260	420 308	TOTAL

TABLE 36 (CONT'D.)-TABLEAU 36 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE			INDUSTRIES DU BUIS	PAPTER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	 O TOTAL	
	ER	AUTRES	WORKERS		ı	1	1	ı	1		1 300	, ,	1 1	i	1	1	1	1	1	1	1	1	1	1 300	
	OTHER	DISPC	AGMTS		4	1	1	ı	1		-	1		ŧ	ı	ì	1	1	1	1	1	ı	1	-	
D WORK	8 HOURS OF WORK OR PAY	8 HEURES DE TRAVAIL OU REMUNERATION	WORKERS TRAV		4 910	1	ı	1	ı	ı		4	1 530	000	2 565	4 565	1 600	2 020	500	250	ı	ŧ	1	18 140	
ARLY SCHEDULED WORN HORAIRE REGULIER	8 HG WORK	8 HE TRA\	AGMTS		=	ı	1	1	1	ı	1	ı	ı	7	4	7	-	m	-	-	1	1	1	34	
EGULARLY NCE HOR	7 HOURS OF WORK OR PAY	7 HEURES DE TRAVAIL OU REMUNERATION	WORKERS TRAV		1	455	1	t	1	ı	1	ı	1 1	ט מ		1	1	ı	1	ı	i	ı	1	4 320	
NY FOR REGUL	7 HO WORK	7 HE TRAV REMUN	AGMTS		,	-	ı	ı	1	ı	ı	1	t	ı	ו	1	ı	1	1	1	1	1	1	9	
REPORTING PAY FOR REGULARLY SCHEDULED WORK INDEMNITE DE PRESENCE - HORAIRE REGULIER	6 HOURS OF WORK OR PAY	6 HEURES DE TRAVAIL OU REMUNERATION	WORKERS		2 650		1	,	525	ı	1	1	1 7	043	. 1	1	1	1	ı	1	1	1	1	3 820	
2.	6 HC WORK	6 HE TRAN	AGMTS		C.	1	1	1	-	1	1	ı	,	_	h 1	1	ı	,	1	ı	1	1	(വ	
	5 HOURS OF WORK OR PAY	5 HEURES DE TRAVAIL OU REMUNERATION	WORKERS TRAV		7 C)	500	1	1	1	ı	ı	1	210	1 1	. 1	200)	1	,	1	ı	1	 1 685	
	S HO WORK	5 HE TRAV	AGMTS		C	1	-	ı	1	1	t	Ļ	1	-	1	1 1	~	٠,	1	1	1	ı	1	IJ	
			GROUPING	MANUFACTURING	COOD AND BEVEBACE	TOBACCO BBODICTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINI/PUBLISH/ALLIEU	METAL EARLING	MACIGINEDY INDICATORS	TOANSBOOTATION FOLITO	ELECTOTOAL DEODUCTS	NONWETAL MINEDAL POOL	DETEOLETM & COA! DECD	CUEMICAL & CHEM DEOD	MISC MANIFACTUDING	TOTAL	

TABLE 37-TABLEAU 37

							1			_	_	_	_	_	_	×	_	_		_			_	_		
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	_	CADUTCHOUC/PLASTIQUE		TEXTILE	BONNETERIE	IND. DU VETEMENT		MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINEKIE	FABRIC.D'EQUIP.TRANS	PRODUIIS ELECTRIQUES	PROD. MINIERS NON-MET	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	4 HOURS AT STRAIGHT TIME	TAUX SIMPLE POUR UN MINIMUM DE 4 HEURES	WORKERS		3 395	250	1	595	13 528	225	12 140	735		8 295		9 095					1 650	250	3 500	1 080	109 648	
	4 H STRA	POUR P	AGMTS		6	-	1	-	16	-	IJ	-	-	16	1	12	o (1 ("	_ 7		D.	7	7	2	119	
	3 HOURS AT STRAIGHT TIME	TAUX SIMPLE POUR UN MINIMUM DE 3 HEURES	WORKERS		545	1	490	300	400	1	1	28 250	210	ı	270	365	215		000	3 235	300	1	1	ı	35 645	
ARANTEE ARANTIE	3 H STRA		AGMTS		-	1	2	-	_	1	1	2	-		4	- 1	-		v) <	4	_	1	J	1	19	
CALL-IN (BACK) PAY GUARANTEE INDEMNITE DE RAPPEL GARANTIE	2 HOURS AT STRAIGHT TIME	TAUX SIMPLE POUR UN MINIMUM DE 2 HEURES	WORKERS		850	ţ	1	670	1	1	1 265	1	1	2 005	1	006	2002	-	2004	ı	1	1	1	1	8 290	
WITE DI	2 HC STRAI	POUR U	AGMTS		2	1	1	m	ı	1	-	3	1	7	ì	- 4	-	7	-	1	1	1	1	1	11	
CALL	NO PROVISION	AUCUNE DISPOSITION	WORKERS		4 570	ı	ŀ	3 455	1 865		22 905	1 275	1 210		2 035	l	2882	17 1000		000	340	1	775	1 060	64 589	
	N ON	AI DISI	AGMTS		+3	t	1	00 1	വ	4	19	ന I	m (2 1		0	χ <	0	0 <	† •		I	2	2	91	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	ו טו	27 783	_	9	48 945	m i	67 125	9 975	N F	21 4/3		- 10	2 0	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	6	26	15	22	7	26	29	- 3	123	20	0 1	2 0	0 00	0 0	2 0	E 1	00	m	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEXILLE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	PURNITURE & FIXIURES	PAPER AND ALLIED	PRINI/PUBLISH/ALLIEU DDIMADV METAI	METAL FARBICATING	MACHINEDY INDICATES	TRANSPORTATION FOLLID	ELECTRICAL PROPINCES	NOWWETAL MINITOR DOOD	NONME AL MINERAL PROD	PEIKULEUM & CUAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 37 (CONT'D.)-TABLEAU 37 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUICHOUC/PLASIIQUE		BONNETERIE	lan-	INDUSTRIES DU BOIS	MEUBLES	IMPRIM / FRIT / CONN	DOEM TOANSEODM METALIX	FARDIO - PDOD METALIX	MACHINEDIE	FARRIC D'EQUIP TRANS.	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL		
	DOUBLE TIME FOR MINIMUM OF 3 HOURS	TAUX DOUBLE POUR UN MINIMUM DE 3 HEURES	WORKERS		ı	1	1 1		,	1	ı	1	000	0000	2000	1 340		560	550		1	ı	3 770		
	FOR OF 3	TAUX POUR U DE 3	AGMTS		1	1	1 -) 1	,	ı	ı	1	,	n =	-	C	7 1	-	-	1	1	ı	00		
	DOUBLE TIME FOR MINIMUM OF 2 HOURS	TAUX DOUBLE POUR UN MINIMUM DE 2 HEURES	WORKERS		250	2 655	1	650	,	1	,	1	1	1	720	000	000)	1	1	250	1	12 405		
RANTEE RANTIE	DOUB FOR OF 2	TAUX POUR U	AGMTS		-	4	1	1	,	ı	,	1	1	ı	2 0	X) *	- c	,	ı	,	-	1	20		
CALL-IN (BACK) PAY GUARANTEE INDEMNITE DE RAPPEL GARANTIE	TIME AND ONE HALF FOR MINIMUM 4 HOURS	TAUX ET DEMI POUR UN MINIMUM DE 4 HEURES	WORKERS		14 065	1	5 705	3 145	- 1	ı	1 000	1					0 0 0)	925	1 215	72 130		
IN (BAC	TIME HALF FO	TAUX POUR U DE 4	AGMTS		26	1	∞ (N)	ı	m	1	10	ကျ	<u>ب</u>	י ת	4 0	V CC	7	r ,	e	D.	110		
CALL-	TIME AND ONE HALF FOR MINIMUM 3 HOURS	TAUX ET DEMI POUR UN MINIMUM DE 3 HEURES	WORKERS		4 952	1	1 095	, t	2	255	14 690	860	1		7 630	825	585	2 300		7	,	205	40 437		
	TIME HALF FC	TAUX POUR L	AGMTS		12	1	4	1) 1	-	9	က	1	က	7	(C)	2 2		7	- 1	1	~	7.7		
	E AND ONE FOR MINIMUM 2 HOURS	TAUX ET DEMI POUR UN MINIMUM DE 2 HEURES	WORKERS		1 670	1	i	,	2 1	1 1	430	400	775	1	ı	475	2000	1 x/v		000	1	240	10 540		
	TIME AND HALF FOR MI 2 HOUR	TAUX POUR U	AGMTS		m		1	,		1 1		7	2	ı	1	2		4 4		-	1	-	2.4		
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECIRICAL PRODUCTS	NONME AL MINEKAL PROD	CHEMICAL & CHEM PROD	MISC. MANUFACTURING	- V	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	

TABLE 37 (CONT'D.)-TABLEAU 37 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS		CAGUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL		
	APPLICABLE OVERTIME-MINIMUM OF 3 HOURS	TAUX APPLICABLE AUX HEURES SUPPL MINIMUM 3 HEURES	WORKERS		009	950	1	1	i	ı	1	ı	1	1	ı	275	245	2 845	1 025	1	ı	1	1	1	5 940		
		TAUX AP AUX HEU MINIMUM	AGMTS		2	+	1	1	t	1	ı	1	1	ì	1	-	qu-	מו	n	t	ı	F	1	ı	0		
ž.	APPLICABLE OVERTIME-MINIMUM OF 2 HOURS	TAUX APPLICABLE AUX HEURES SUPPL MINIMUM 2 HEURES	WORKERS		1 230	ı	1	1	ì	ı	1	ı	1	ı	1	1	1	230	1 800	1 275	t	,	1	290	5 425		
ARANTEE ARANTIE			AGMTS		2	ı	1	1	ı	1	ı	}	1	ı	1	f	ı	7	_	2	1	1	1	2	0	,	
CALL-IN (BACK) PAY GUARANTEE INDEMNITE DE RAPPEL GARANTIE	TIME & HALF(MIN) HIGHER RATE(ACT- UAL) IF GREATER	TAUX ET DEMI/MIN OU TAUX SUP/ACT SI PLUS ELEVE	WORKERS		852	ı	340	1	i	ı	1	200	1	250	1	865	1 095	1 415	925	1	1	1	ì	1	5 945		
-IN (BA			AGMTS		2	1	-	1	1	ł	ı	-	1	-	1	-	4	2	m	ı	1	í	1	ı	15		
CALL	STR.TIME(MIN.)OR HIGHER RATE(ACT- UAL) IF GREATER	TAUX SIMPLE/MIN OU TAUX SUP/ACT SI PLUS ELEVE	WORKERS		20 460	235	4 250		5 445	210	ı	2 005		46 580			8 325	902					6 310	006	154 300		
.:	STR.TIN HIGHER UAL) IF		AGMTS		23	_	00	ı	T.	2	ı	7	m	82	ı	25	25	m	14	8	-	9	14	m	260		
:	DOUBLE TIME FOR MINIMUM OF 4 HOURS	TAUX DOUBLE POUR UN MINIMUM DE 4 HEURES	WORKERS TRAV		006	1	ı	ı	ı	ı	1	ţ	1	1	830	1	330	1	1 765	ı)	t	1	1	3 825		
	DOUE FOR OF 4	TAUX POUR U	AGMTS		2	ı	1	ı	1	ı	ı	ı	1	ı	2	ŀ		1	m ,	ı	ı	1	1	1	00		
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEXILLE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINI/PUBLISH/ALLIED	PKIMAKY ME AL	MELAL FABRICALING	MACHINERY INDUSTRIES	THANSPURIALIUN EQUIP.	ELECIRICAL PRODUCIS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC.MANUFACTURING	TOTAL		

TABLE 37 (CONT'D.)-TABLEAU 37 (SUITE)

APPLICABLE OVERTIME - MINIMUM OTHER TAUX APPLICABLE AUX HEURES SUPPL AUX HEURES SUPPL	AGMTS WORKERS AGMTS WORKERS CONV TRAV	IND. MANUFACTURIERES	10 3 745 6 4 730 ALIMENTS ET BOISSONS TABAC (PRODUITS)	3000	1 750 1 405	1 1	1 360 INDUSTRIES DU BOIS MEUBLES	1 275 7 3 415		3 825 3 1 275	IES 4 1040 3 1265	. 11 15 550 3 1	3 1 705 6 4 355	1 310 5 1850		520		27 26 240 50 27 935 TOTAL
APPLICA OVERTIME - 1 OF 4 H TAUX APPL AUX HEURES			10	-	+	1 1	1	-		- m	4	Ţ	m	-	1	1 1	'	37
	GROUPING	MANUFACTURING	FOOD AND BEVERAGE	RUBBER AND PLASTICS	LEATHER INDUSTRIES TEXTILE INDUSTRIES	KNITTING MILLS	WOOD INDUSTRIES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL METAL FARRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	C. MANUFACIUKING	10101

TABLE 38-TABLEAU 38

PORTAL-TO-PORTAL SALAIRE A LA DEMARCATION	NOIS	IT I ON TE	WORKERS TRAV GROUPE	IND.MANUFACTURIERES	A IMENIS ET BOTSSONS	TABAC (PRODUITS)	- CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	28 770 IND. DU VETEMENI		PAGENTA TO CONNEXE	IMPRIM. /EDIT. /CONN.	PREM.TRANSFORM.METAUX		500 MACHINERIE	FABRIC. D'EQUIP. TRANS.	- PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIONE	IND. MANUF, DIVERSES	29 270 TOTAL	
PORTAL-TO-PORTAL AIRE A LA DEMARCA	PROVISION EXISTS	DISPOSITION EXISTE	AGMTS W CONV		1	1	ı	1	1	4 1	m	1	,	1)	ı	-	,	,	1	1	,	ı	4	
SAL	NO PROVISION	AUCUNE DISPOSITION	WORKERS		62 817	5 085	13 300			1 860			67 125								2 580	13 280	6 565	557 794	
	NO PRO	AUG	AGMTS		114	6	26	ا ا	n 1 C	7 00	26	13	123	20	6 1	78	32	80	63	т т	00	31	17	844	_
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817			5 560		26 7 860			67 125									13 280	6 565	587 064	
	ALL AGE	CONVE	AGMTS		114	6	26	ا ا ا	000	- 40	29	13	123	20	61	78	36	00	63	<u></u>	00	3	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITITING MILLS	CIOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECIRICAL PRODUCTS	NONMETAL MINERAL PROD	PEIROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 39-TABLEAU 39

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODULIS)	TANDISTRIES OF CITE	TEXTILE	BONNETERIE	IND DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC. + PROD. ME I AUX	MACHINEKIE	PARKIC.U. EQUIP. FRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MEI.	CHAKBUN/FKUD. PEIKUL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	FLAT AMOUNT PER HOUR OR PER DAY	MONTANT FIXE PAR HEURE OU PAR JOUR	WORKERS		570	ı	1 1	1 1	,	ı	28 000	1	1	,	5 100	1	•	L	200	/45	1	525	205	35 645	
	FLAT A	PAR OU PA	AGMTS		2	1	1	1 1	1	1	-	1	1	1	m	1	ı	1	- 1	m	1	-	-	12	
	MORE THAN 4 HOURS' PAY	PLUS DE 4 HEURES DE REMUNERATION	WORKERS TRAV		1	1	1	1 1	,	1	ı	1	1	t	ı	1	ı				1	ı	1	1	
411 4	MORE	PLUS DE DE REML	AGMTS		,	ı	ı	1 1	1		1	ı	1	ı	ı	1	ı		ì	ı	ı	ı	1	1	
STAND-BY PAY	4 HOURS' PAY OR LESS	4 HEURES DE REMUNERATION OU MOINS	WORKERS		1 100	1	1	300			1 1	ı	1	ı	006	1	1	1 565	775	ı	t	t	1	10 160	
STAN IME DE	A H PAY 0	A HEU REMUN	AGMTS		-	1	1	- 10)	ı	t 1	,	1	1	-	1	1	2	-	ı	t	1	1	=	
ad a	NO PROVISION	AUCUNE DISPOSITION	WORKERS		57 342			4 805		0000	36 363			9 975	56 145	27 475					2 580	12 505	098 9	533 729	
	NO PR	AUDISP	AGMTS		109	6	25	12	1 0	- 00	26		122	20	57	78	36	86	61	28	00	29	16	812	
	ALL AGREEMENTS	ES LES ENTIONS	WORKERS		62 817			101	27 783		36 565					27 475	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AGI	TOUTES L	AGMTS		114	6	26	TD 1	n n	7	26	0 6	123	20	61	78	36	88	63	31	ω	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSIRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOUD INDOSTRIES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 39 (CONT'D.)-TABLEAU 39 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	INDICATES DI CITO	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS		IMPRIM./EDIT./CONN.	PREM, TRANSFORM, METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
STAND-BY PAY PRIME DE DISPONIBILITE	OTHER	AUTRES DISPOSITIONS	GMTS WORKERS CONV TRAV		2 3 805) [2 455		ı	()	2 635	1	1	1	1	1	1	ı	1	ı	1 250	1	10 6 285	-
PRIME	STAND-BY OVERTIME RATE	DISPONIBILITE REMUNEREE AU DI TAUX-HRES SUPPL.	WORKERS AGMTS TRAV CONV		1	1 1	1	1	1		ı	200	1	1	1	1	1	1	1	1	ı	1	200	
	STA	DISPO REMUN TAUX-HR	AGMTS		ı		1	1	ı	1 1	1	-	ı	1	ı	ı	ı	ł	1	1	ı	ı	_	
	PERCENTAGE OF HOURLY RATE	POURCENTAGE DU TAUX HORAIRE	WORKERS		1	340	3	405	1		1	1	1	1	ı	1	l	5	1	ł	ı	1	745	
	PERCE	POURCE	AGMTS		1 1	-	1	-	1 1		1	1	ı	ı	ı	ı	1	t	ı	1	1	1	2	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	WOOD INDISTRICT	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	THANSPORTALION EQUIP.	ELECIRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANOFACIORING	TOTAL	

TABLE 40-TABLEAU 40

						_	-	_	_		_	_	_	_	_	-			-			_	_			
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSIRIES DO COIR	PONNETERIE	TND DII VETEMENT	INDICTORES DI ROTS	MEIRIES CO COLO	DADIED/IND CONNEXES	IMPOIN /FOIT /CONN	PREM TRANSFORM, METAUX	FABRIC, -PROD, METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS FLECTRIQUES	PROD MINIERS NON-MET	CHARRON/PROD PETROL	TANDISTRIE CHIMIOUE	TAID MANITE DIVEDSES	011011011011011011011011011011011011011	TOTAL	
	PROVISION INOPERATIVE	DISPOSITION	WORKERS		1	,	1	1	1	1 1	007	7	000	020 -	009	850	310)	1 760	200	1				10 665	
	PROVI	DISP	AGMTS		ı	,	1	1	1	1 1		4	C	00	-	- 4-		'	C) +	- 1	,		'	19	
	PROVISION EXISTS BUT IS EFFECTIVE AT A LATER DATE	DISPOSITION EN VIGUEUR PLUS TARD	WORKERS		066	ı	200	1	5 9 15	0 7 7	13 940	ı	L	320	2000		792	0007	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	700	0	400	-	ı	51 735	
ANCE	PROVISION IS AT A LA	DISPOS VI PLU	AGMTS		2	1	-	ı	7	i.	Ω	ı	1	- 0	N Ç	2 0	v (σ	ם נו	0 0		1	ν.	1	52	
COST-OF-LIVING ALLOWANCE INDEMNITE DE VIE CHERE	PROVISION EXISTS AND IS EFFECTIVE IMMEDIATELY	DISPOSITION EN VIGUEUR IMMEDIATEMENT	WORKERS		16 242	250	11 775	3 240	7 910			2 420		4 170	, 07	40 CC				27 585	0 423	1	2 2 2	1 865	272 452	
T-OF-LI DEMNITE	PROVISI AND IS IMME	DISP EN V IMMED	AGMTS		34	Ŧ	21	80	12	1	ا کا	ا کا	വ	-	1	4 H	200	7 4	000	B .	20	1	0	9	336	
COS	NO PROVISION	AUCUNE DISPOSITION	WORKERS		45 585		1 325		13 958								5 640	2 065					6 665	4 700	252 212	
	NO PR	AUDISP	AGMTS		78	80	4	7	34	7	16	20	80	103	000	ח נ	22		24	1.1	14	00	23	-	438	
	ALL AGREEMENTS	CONVENTIONS	WORKERS		62 817	טן ו	13 300	5 560	27 783		9	48 945	3 950	67 125	້ ດ	01	_		-				13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	0	26	15	53	7	26	29	13	123	20	9	78	36	888	63	31	c c	31	17	848	
			GROUPING	MANUFACTURING	SACIONAL COOL	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 41-TABLEAU 41

					WAGE	INCENTIVE AU RENDEMENT					
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	INDIVI	INDIVIDUAL WAGE	INCENT	GROUP INCENTIVE PLAN	PIEC	PIECE RATE INCENTIVE PLAN	
	TOUT	TOUTES LES CONVENTIONS	AU	AUCUNE DISPOSITION	REG	REGIME DE RENDEMENT INDIVIDUEL	REG	REGIME DE RENDEMENT COLLECTIF	REG A L	REGIME DE RENDEMENT A LA PIECE	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND.MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	97	53 047	9	3 295	1	1	-	6 475	ALTMENTS ET BOTSSONS
TOBACCO PRODUCTS	6	5 085	7	3 080	i	1	1	ı	2		TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300		1 025	13	9 325	_	275	7	2 175	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15			1 045	2		ě	1	7	2 145	INDUSTRIES DU CUIR
LEXITLE INDUSTRIES	223	27 783	_	7 880	0	5 055	m	2 455	18	8 528	TEXTILE
CONTING MILLS	7				-		1	1	4		BONNETERIE
MOOD INDUSTRIES	970	_			4		1	ı	17		IND. DU VETEMENT
FIRNITIDE & FIXTIDES	67	48 945	20	10 315	4 (ı	ı	4 .	29 320	INDUSTRIES DU BOIS
PAPER AND ALLIED	123	۰.	-	63 710	0 0	7 0/0	1 1	1 (- +	350	MEUBLES DANTER/TEN
PRINT/PUBLISH/ALLIED	20	_			ו) N		1 1		0 4 4 C	IMPDIM /FDIT /CONN
PRIMARY METAL	61				17	37 210	ı	1		560	PREM. TRANSFORM METALIX
METAL FABRICATING	78	27 475			12	6 330	1	1	ſΩ	1 220	FABRIC PROD. METAUX
MACHINERY INDUSTRIES	36				0		1	ì	2	1 025	MACHINERIE
FIRMSPURIALION EQUIP.	00 (വ	6 730	2	3 500	4	3 650	FABRIC.D'EQUIP. TRANS.
FIGURICAL PRODUCTS	63				9		1	,	7	200	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	2		7	2 035	ı	1	2	635	PROD. MINIERS NON-MET.
CHINATON & COAL PROD	00 -				ı	1	ı	1	t	i	CHARBON/PROD.PETROL.
CHEMICAL & CHEM. PRUD	31	13 280	2	12 155	ı	ı	-	525	2	009	INDUSTRIE CHIMIQUE
MISC. MANUFACIURING	17	6 565	00	2 585	9	3 190	ı	j	-	360	IND. MANUF. DIVERSES
TOTAL	848	587 064	574	345 181	120	106 505	7	6 755	92	93 403	TOTAL

TABLE 41 (CONT'D.)-TABLEAU 41 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	INDISTRIES OF CHIEF	TEXTILE	BONNETERIE	IND. DU VETEMENT	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PKEM, IKANSFOKM, MELAUX	MACHINEDIE	FABRIC D'EQUIP TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
WAGE INCENTIVE PRIMES AU RENDEMENT	OTHER	AUTRES DISPOSITIONS	AGMTS WORKERS CONV TRAV		1	((()	2000	1 800	i i	1	1 1	1			3 650	2 C C C C C C C C C C C C C C C C C C C	, '	1	1	1	1 230	20 16 735	
200	PLAN MENTIONED BUT NO DETAILS GIVEN	REGIME MENTIONNE MAIS AUCUN DETAIL	AGMTS WORKERS ACCONV TRAV		1	1	1	2 590	1 220	1	-	1 250			910	383	300	1	1	1	1 200	14 4 955	
	COMBINATION OF BY WAGE INCENTIVE BY	COMBINAISON DE REGIMES DE M RENDEMENT	AGMTS WORKERS A		ı	1		5 1 475	. '	1	/35	1 1	1	1		7,80			1	1	ı	21 13 530	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	ELECTOTOAL DECOLOR	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 42-TABLEAU 42

TABLE 43-TABLEAU 43

BER OF PAID HOLIDAYS PER YEAR DE JOURS FERIES PAYES PAR ANNEE	IN LESS THAN 9 DAYS 9 DAYS 10 DAYS	MOINS DE 9 JOURS 9 JOURS 10 JOURS	RS AGMTS WORKERS AGMTS WORKERS CONV TRAV CONV TRAV GROUPE	IND. MANUFACTURIERES	4 3 005 28 17 195	1	CAUCITOTOLOGY PLANT TANIEST DIFFE DIFF	6 1 770 TEXTILE	099	8 26 600 6 3 510 IND. DU VET	_	250 7 6 705 10 4 195	3 1 805 4 1 470	10 23 615 7 6 280	2 670 7 1 625	1	- 2 720 4 3 650 FABRIC.U	400	4 1	004	1	LNU MANUT. CIVERNOR	1 030 10 6 675 43 65 960 105 56 465 TOTAL	
NUMBER NOMBRE DE	NO PROVISION	AUCUNE DISPOSITION	AGMTS WORKERS CONV TRAV		1 2	1	1	1 1	1	1	1	1 1	,	1 2	1	1		7	1	_	1	1	4 1 0	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	AGMTS WORKERS CONV TRAV		114 62 817	വ	ب	15 5 560	, -	36	48	123 67 125	<u></u> 6	62	27		111	45	31 12 915	5	31 13 280	17 6 565	848 587 064	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 43 (CONT'D.)-TABLEAU 43 (SUITE)

TOTAL TOTA					NOMBRE DE		OF PAID HOLIDAYS PER YEAR JOURS FERIES PAYES PAR ANNEE	PER YEA	R		:	
The color of the		10 1/3	2 DAYS	Ξ	DAYS	11 1/	2 DAYS	12	DAYS	12 1/	12 1/2 DAYS	
AGMTS WORKERS AGMTS WORKER		10 1/3		=	JOURS	11 1/	2 JOURS	12	JOURS	12 1/	12 1/2 JOURS	
PRAGE UCTS LASTICS LAS		AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
RE 1 300 40 22 270 - 22 8 197 - 1 230 11 4 740 - 2												IND. MANUFACTURIERES
RE 1 230 77 2 8850 11 7 340 18 8 888 18 8 888 18 8 888 18 8 888 18 8 888 18 8 8 888 18 8 8 8	/ERAGE	-	300	40	22 270	,	,	00		-	C II C	ALTMENTS ET BOTSCONS
RE 1 230 11 4 740 - 11 7 340 - 11 7 340 - 11 7 340 - 1360 6 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	DUCTS	ı	1	1		1	1	3 1	- 1	- 1	000	TARAC (PRODUITS)
E 1 230 7 2 850 - 1 1 8 888 - 1 1 360 6 5 5 - 1 1 1 8 888 - 1 1 360 6 5 5 - 1 1 1 245 - 1 1 1 245 - 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	PLASTICS	1	1	+-		,	1	=	7 340	1	1	CADUTCHOUC/PLASTIGHT
E 1 360 6 2 435 - 1 1 386 88 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	JSTRIES	-	230	7		1	1	ı)	1	1	INDUSTRIES DU CUIR
E 1 360 6 8 835 - 1 1 265 - 1 1 255 - 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	JSTRIES	1	1	++		ı	1	18		1	1	TEXTILE
E 1 360 6 6 2 435 -	-LS	ı	1	e	835	1	1	q.,	365	1	1	BONNETERIE
E 1 350 6 55 -	OUSTRIES	-	360	9		,	,	-	255	1	1	IND. DU VETEMENT
E 1 245 29 16 905 -	ZIES	,	ı	13		1	1	0		1	1	INDUSTRIES DU BOIS
1 245 29 16 905 54 30 090	VD FIXTURE	-	350	9		1	1	m	735	ı	ı	
2 500 23 6 490 10 8 220 10 8 220 10 8 220 10 8 2 220 10 8 2 220 10 8 2 220 10 8 2 220 10 8 2 220 10 8 2 220 10 8 2 220 10 8 2 220 10 8 2 220 10 8 2 2 220 10 8 2 2 20 8 2 2 20 8 2 2 2 2 2 2 2 2 2	LIED	-	245	29		ı	1	54		1	1	PAPIER/IND. CONNEXES
TING USTRIES - 500 23 99155 3 1385 10 9 220 - 10 5 944 - 10 5 944 - 18 13 930 DUCCTS - 10 5 944 - 18 13 930 DUCCTS - 10 5 944 - 18 13 930 DUCCTS - 10 5 944 - 18 13 930 TAL PROD - 18 13 930 TAL	SH/ALLIED	ı	,	12		1	1	-	210	1	1	IMPRIM./EDIT./CONN.
2 500 23 9 155 3 1 385 20 6 295 14 5 530 1 200 9 4 725 15 12 565 2 2 540 25 13 615 15 12 565 2 2 540 25 13 615 16 1 840 17 260 8 2 890 1 200 6 3 015 8 2 245 255 162 514 7 2 325 234 121 505	AL		1	22		1	1	10		1	ı	PREM. TRANSFORM. METAUX
- 14 5 530 1 200 9 4 725 - 10 1 2 500 1 1 2 500 1 1 3 930 1 1 2 500 1 1 3 930 1 1 2 500 1 1 3 930 1 1 2 500 1 1 3 930 1 1 2 50	CALING	2	200	23		m	1 385	20		1	1	FABRIC PROD. METAUX
1 260 8 2 245 255 162 514 7 2 325 234 121 505	NDUSIRIES	ı	1	14		-	200	0		ı	1	MACHINERIE
1 260 8 2 890 1 2 32 55 5 6 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	ION EQUIP.	1	ı	0			1	18		-	405	FABRIC.D'EQUIP.TRANS.
1 260 8 2 890 1 200 6 3 015 8 121 505 19 121 505	PRUDUCIS	ı	1	15		2	240	25		-	775	PRODUITS ELECTRIQUES
1 260 8 2 890 1 200 6 3 015 - 8 2 245 255 162 514 7 2 325 234 121 505	NERAL PROD	1	ı	9		1	1	19		ı	1	PROD.MINIERS NON-MET.
1 260 8 2 890 1 200 6 3 015 - 8 2 245 255 162 514 7 2 325 234 121 505	COAL PROD	1	1	m		ı	1	1	ı	ŀ	1	CHARBON/PROD. PETROL.
8 2 245 255 162 514 7 2 325 234 121 505 -	CHEM. PROD		1	19		1	1	7		1	1	INDUSTRIE CHIMIQUE
2 245 255 162 514 7 2 325 234 121 505	CTURING	-	260	<u>c</u>	2 890	-	200	9		1	1	IND.MANUF.DIVERSES
		80		255		7		234		m	1 430	TOTAL

TABLE 43 (CONT'D.)-TABLEAU 43 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODULIS)	INDUSTRIES DU CUIR	TEXTIF	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. IRANSFURM. METAUX	MACHINEDIE	FARDIC D'FOLITO TRANS	PRODUITS ELECTRIQUES	DDDD MINIEDS NON-MET	CHARRON/PROD. PETROL.	INDUSTRIE CHIMIOUE	TND MANUE DIVERSES		TOTAL	
FAR ANNEE	MORE THAN 15 DAYS	PLUS DE 15 JOURS	GMTS WORKERS CONV TRAV		1	1	1 1		1 1	1	1	1	1 250		3 1 175	-		2000	7		1	000	000	22 43 765	
NUMBER OF PAID HOLIDAYS PER YEAR NOMBRE DE JOURS FERIES PAYES PAR ANNEE	15 DAYS	15 JOURS	WORKERS A		1	3 1 960	1	0004	780	1	1	ì	1	1			2 255	13 4/5	1	1	0			20 19 050	
NUMBER OF PA	14 DAYS	14 JOURS	S WORKERS AGMTS V TRAV CONV		- 1 810	5 2 655			2 2 550	1 7 20 2			3 1 175 -	'		-	2 5 800	15	- 10 885	1	1	1	1	43 44 605	
	13 DAYS	13 JOURS 1	WORKERS AGMTS TRAV CONV		8 880	,	410	1	008 6	1		i i	7 310	. '	-	1 475	2	20	ო	1 300	1	1 710	1	59 495	
	13	£	AGMTS	(5)	VEBAGE 12	1	PLASTICS 1	1	USTRIES 15	LLS	DUSTRIES	'	ND FIXIORE 2	LIED			NDUSTRIES 5		PRODUCTS 7		1	CHEM.PROD 3	CTURING -	94	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	PADED AND ALLTED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 44-TABLEAU 44

				_				_				_													
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOTSSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	TAD DI VETEMENT	INDUSTRIES DU ROTS		PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM, TRANSFORM, METAUX	FABRICPROD.METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	3 MONTHS	MOIS	WORKERS		7 930	1		2 380		л х сол		220	7 470	1 350	4 115	2 830				2 255	1	1 450	1 430	77 345	
NIMUM)	Σ	m	AGMTS		17	1	_	9	75	- v	o m	-	14	_	7	00	m	12	9	rs S	1	m	2	108	
(MINIMUM SERVICE) (TEMPS DE SERVICE MINIMUM)	2 MONTHS	MOIS	WORKERS		16 045	470		1 460	5 205	A 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 475		18 105	570		5 240		13 050		4 670	1	1 990	2 175	93 375	
(MINIMUM SERVICE (TEMPS DE SERVICI	2 8	8	AGMTS		27	-	+ 1	, a	m +	- 0	7 1	4	34	-	12	12	7	22	12	6	ı	9	7	183	
	UP TO 1 MONTH	A 1 MOIS	WORKERS		5 000	2 375	1 840	470	450	15 210	45 340	4 10	31 640							2 025	325	1 755	069	187 419	
PAID HO	UP T0	JUSQU'A	AGMTS		13	e	. J	0.0	2 0	2 1	00	2	53	m	22	27	12	17	m —	00	+	4	m	2 18	
ELIGIBLLITY FOR PAID HOLIDAYS ADMISSIBILLITE AUX JOURS FERIES PAYES	NO PROVISION	AUCUNE	WORKERS		30 007		11 060	1	15 423	14 725			5 370							3 965		8 085	2 270	185 955	
ELIGIBI	NO PRO	DISPO	AGMTS		20	D.	6	(200	10	-	9	15	15	20	30	14	3.1	29	<u></u>	7	18	ເດ	3 12	
ADMISS	ALL AGREEMENTS	ES LES ENTIONS	WORKERS		62 817	5 085	13 300	J C	7 / 83	36 565		0		9 975	N	٠.		- 1	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUTES L	AGMTS		114	0	26	2 L	200	26	29	13	123	20	0	78	38	x (x	63	m	00	m -	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	TRANSPORTATION FOLIS	TRANSPORTATION EQUIP.	ELECIKICAL PRUDUCIS	NOINMETAL MINERAL PROD	PEIRULEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 44 (CONT'D.)-TABLEAU 44 (SUITE)

		GROUPE	. IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAGUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS			IMPRIM./EDII./CONN.			MACHINERIE		PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES		TOTAL	
	OTHER AUTRES DISPOSITIONS	WORKERS		1	1	1	1	ı	ı	ı	ı	1	2 740	1	1	200	1	1	1	ı	1	ı	1		2 940	
MINIMUM)	O AU DISPO	AGMTS		1	1	1	1	ı	ı	ı	1	ı	വ	ı	1	-	1	ı	1	1	ı	1	1		9	
Jan. 214	MORE THAN 6 MONTHS PLUS DE 6 MOIS	WORKERS		1	1	1	950	1	1	ı	ı	ł	009	1	1	1	,	1	ŀ	ı	1	1	1		1 550	
(MINIMUM SERVICE (TEMPS DE SERVICE	MOR 6 M PL	AGMTS		1	1	ı	-	1	1	ı	ı	ı	_	1	1	1	1	1	ı	1	1	1	1		7	
	6 MONTHS 6 MOIS	WORKERS		2 300		,	300	ı	1	360	ı	ı	1 200	1	1	1	1	1	630	1	1	1	ı		4 790	
PAID HO	© ©	AGMTS		0	1	1	-	1	1	-	1	ı	-	1	1	1	ı	3	-	ı	1	(1		9	
ELIGIBILITY FOR PAID HOLIDAYS ADMISSIBILITE AUX JOURS FERIES PAYES	5 MONTHS 5 MOIS	WORKERS		1 085)	1	1	1		1	1	ı	1	1	ı	,	1	29 560	2 020	t	,	1	ı		32 665	
ELIGIB	n <u>×</u>	AGMTS		ď)	ı	1	1	1	1	1	1	1	ı	1	1	1	9	-	1	1	1		,	10	
ADMISS	4 MONTHS	WORKERS		7)	,	1	1	1	1	1	1	1	1	1	t	ı	1	575	1		1		ı	1 025	
	4 ¥ 4	AGMTS		C	V	ı		1	1	ı	1	1	t	E	ı	1	1	1	-					ı	ო	
		GROUPING	MANUFACTURING	ON A CONTRACTOR OF A CONTRACTO	TODACCO PROPIETS	DUBACCO PRODUCIS	KUBBER AND PLASILES	TEXTILE INDUSTRIES	KNITTING MILS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	META! FARRICATING	MACHINERY INDUSTRIES	TRANSPORTATION FOLITP	FI FOTE CAL PRODUCTS	NONMETAL MINERAL DEON	DUTTO IN S. COAL DOOD	PEIKULEUM & COAL FROD	CHEMICAL & CHEMIFROD	MISC. MANUFACTURING	TOTAL	

TABLE 45-TABLEAU 45

				_		_		_	_		_														
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOTSSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE		INDUSTRIES DU BOIS	MEUBLES	IMPDIM /FOIT /COMM	PREM TRANSFORM METALLY	FABRIC - PROD METAUX	MACHINERIE	FABRIC, D'EQUIP, TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD PETRO!	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	BOTH: WORKING DAY BEFORE AND AFTER HOLIDAY	LES DEUX JOURS OUVR.: AVANT/ APRES JOUR FERIE	WORKERS		31 217					1 860			3 400	49 045 70 0				91 359	30 310	11 710	1 785	9 935	6 125	449 864	
(SES)	BOTH: DAY BE AFTER	LES DE OUVR. APRES L	AGMTS		69	0	25	12	47	7	00	29	÷ 0	0 0	2 0	09	24	09	47	27	1D	26	15	646	
(OTHER REQUIREMENTS) PAYES (AUTRES CRITERES)	WORK THE NEXT WORKING DAY AFTER HOLIDAY	TRAV. LE JOUR OUVRABLE SUIVANT LE JOUR FERIE	WORKERS		ı	1	1	ı	ı	ı	1	ı	1	. ,	1	1	1	1	1	1	1	200	1	200	
THER RE	WORK WOR		AGMTS		1	1	ı	ì	ı	1	1	ŀ	1		1	(1	ı	1	ı	ı	-	ř	-	,
	WORK THE LAST WORKING DAY BEFORE HOLIDAY	TRAVAILLER DERN. JOUR OUVR.AVANT LE JOUR FERIE	WORKERS		4 600	j	1	ı	1	1	ı	1	1 1	. 1	009	480	1 175	225	1	1	1	ı	ı	7 080	
PAID HE	WORK WORN BEFORE	TRAVAIL JOUR C	AGMTS		2	1	1	1	ı	ı	ı	(1 1	. 1	_	-	2	7-	ı	ı	1	1	1	7	
ELIGIBILITY FOR PAID HOLIDAYS ADMISSIBILITE AUX JOURS FERIES	NO PROVISION	AUCUNE DISPOSITION	WORKERS		6 835	ţ	1	300	735	1	1 600	0	2000 2000 2000 2000 2000 2000 2000 200			425	1	9 450	1 225	455	205	820	ı	36 045	
EL IGIE ADMISSI	NO PF	DISF	AGMTS		14	1	1	- (2	f	2	1			· m	2	ì	13	2	2	-	-	1	62	
:	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	1 0.1	27 783	-	36 565	~ ^	67 125		~	27 475	_	_	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	0	26	<u></u> [n n	7	500	2 2	200	20	61	78	36	00	၉	 	00	3	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSTRIES	IEALILE INDUSTRIES	KNITING MILLS	WOOD INDICATED	FURNITURE AND ETXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 45 (CONT'D.)-TABLEAU 45 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	CACHTCHONC/PLASTICIE	INDUSTRIES DU CUIR	TEXTILE	BONNE LEKIE	IND. DO VETEMENT		PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC - PROD ME AUX	MACHINEKIE	DEPOSITE ELECTOTOLIES	DOOD MINIEDS NON-MET	CHADBON/DOOD DETROIT	INDICATE CHIMIONE	TAN MANITE DIVERSES		TOTAL	
ents) Riteres)							_																	
ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS) ADMISSIBILITE AUX JOURS FERIES PAYES (AUTRES CRITERES					īv			·				22)5						57.2		15	
HOLIDAYS (OTHER	AUTRES	WORKERS TRAV		875	1	1 (1	1	ı	1 1	925	1	ı	1 405		2 1 615	1	1	-	77		9 4 045	
PAID H		DISP	AGMTS		m	ı	1 1	1	1	1	1	1	1	1	•	1		1	,	1		1		
ILITY FOR BILITE AU)	WORK PRIOR TO OR DURING HOLIDAY PERIOD	TRAVAIL AVANT OU PENDANT PERIODE DU CONGE	WORKERS TRAV		11 600	ı	, CR.L	r I	1	14 840	1	5 100		2 600	5 380			4 050	ı	ı	1	044	51 850	
ELIGIB ADMISSI	WORK PR DURING PE	AVANT O	AGMTS		19	1	1	1	1	Ŋ	1	- Ç	2 01	S	10	9	9	D.	1	ł	1	7	72	
	EITHER WORKING DAY BEFORE OR AFTER HOLIDAY	SOIT: JOUR OUVR. AVANT OU SUIVANT LE JOUR FERIE	WORKERS		7 690	1	200	2 600	1	650	ı	2 740		1 300	1 075			10 015	750		2 100	1	37 980	
	EITHER DAY B AFTER	SOIT: JOUR ON AVANT OU SUI	AGMTS		7	1		- 4	ı	-	,	ı ı) -	2	4	4	9	6	2	2	2	ŧ	21	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	PURNITURE AND FIXTURE	PAPER AND ALLIED PRINT/PURITSH/ALITED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC.MANUFACTURING	TOTAL	

TABLE 46-TABLEAU 46

PAID HOLIDAY FALLING ON SATURDAY OR 6TH DAY (NOT NORMALLY WORKED) JOUR FERIE PAYE TOMBANT LE SAMEDI OU LE 6E JOUR (NORMALEMENT CHOME)	ALL AGREEMENTS NO PROVISION OFF WITH PAY EXTRA DAY'S PAY HOLIDAYS ONLY	TOUTES LES AUCUNE JOUR OUVRABLE REMUNERATION NE S'APPLIQUE QU'A CERTAINS CHOME ET PAYE D'UNE JOURNELLE CONGES PAYES	AGMTS WORKERS AGMTS WORKERS AGMTS WORKERS AGMTS WORKERS CONV TRAV CONV TRAV CONV TRAV GROUPE	IND. MANUFACTURIERES	114 62 817 39 26 255 58 30 457 3 820 ALIMENTS FT ROISSONS	0 085	300 10 4 820 13 6 940 2 1 340 1 200	5 5 6 7 2 3 9 5 5 1 5 1 9 5 0 1 4 5 0	27 783 29 14 695 18 8 923 2 1 365 2 2 035 TEXTILE	1 860 2 575 4 1 025 1 260 -	36 565 5 2 425 16 28 275 3 2 600 2 3 265	48 945 3 1 190 23 46 830 1	3 950 1 210 10 3 320 1	67 125 84 46 240 29 17	975 - 14 6 970 -	62 145 29 41 975 27 17 435 2 685 3 2	27 475 31 11 740 46 15 330 1	21 745 10 9 345 25 11 900 - 1 500	111 794 25 57 200 58 43 584	11 8 880 51 36 420 1 300 -	12 915 13 6 615 15 5 525 1 250 2 525 PROD.MINI	2 580 2 775 6 1805	280 10 3 840 21 9 440	2 080 10 3 445	848 587 064 325 246 340 449 296 444 22 18 610 16 10 270 TOTAL	
PAID HO	AGREEMENTS	CONVENTIONS			62	IJ	13	ID.	27		36	48	m	67	o	62	27	. 21	-	45	12	2	13		587	
	ALL		GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	XTURE		PRINI/PUBLISH/ALLIED	FKIMAKY ME AL	METAL FABRICATING	TOWNERY INDUSTRIES	TRANSPURIALIUN EQUIP.	ELECIRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 46 (CONT'D.)-TABLEAU 46 (SUITE)

		GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	CANITCHOIC/PLASTICIE	INDUSTRIES DU CUIR	TEXTILE	TAND DI VETEMENT	IND. DO VETEMENT	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	FARDIC - PROD METALIX	MACHINERIE	FABRIC, D'EQUIP, TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
				0							0									0	0	
OTHER	UTRES	WORKERS TRAV		52(t	1 1	1	ı	1 1			1	,	}	,	1	1	1	1	24		
	ADISP	AGMTS		-	ı.		1	1	î		_	1	1	1		1	1	i	1	_	m	
G DAY OFF EXTRA 'S PAY	OUVRABLE OU CHOME STITUTION	WORKERS		4 765	1	, ,	765		(((((((((((((((((((2000	1 940	3 005	F	,	7 165	1	1	1	1	800	14 390	
WORKIN OR DAY	JOUR PAYE EN SUB	AGMTS		13	,	,	- 0	ı			വ -	9	1	ı			1	1	1	-	33	
		GROUPING	UFACTURING	10D AND BEVERAGE	BACCO PRODUCTS	JBBER AND PLASTICS	XTILE INDUSTRIES	JITTING MILLS	OTHING INDUSTRIES	DOD INDUSTRIES	PER AND ALLIED	NINT/PUBLISH/ALLIED	RIMARY METAL	TAL FABRICATING	ACHINERY INDUSTRIES	FOTEITON PRODUCTS	NAMETAL MINERAL PROD	TROLEUM & COAL PROD	HEMICAL & CHEM. PROD	SC. MANUFACTURING	TOTAL	
	OFF	A	WORKING DAY OFF OR EXTRA DAY'S PAY JOUR DUVRABLE PAYE OU CHOME EN SUBSTITUTION AGMTS WORKERS CONV TRAV CONV TRAV	WORKING DAY OFF OR EXTRA DAY'S PAY JOUR DUVRABLE PAYE OU CHOME EN SUBSTITUTION AGMTS WORKERS CONV TRAV TRAV OR HER OTHER AUTRES AGMTS WORKERS CONV TRAV TRAV	WORKING DAY OFF OR EXTRA DAY'S PAY JOUR DUVRABLE PAYE OU CHOME EN SUBSTITUTION AGMTS WORKERS CONV TRAV C	WORKING DAY OFF OR EXTRA DAY'S PAY JOUR DUVRABLE PAYE OU CHOME EN SUBSTITUTION EN SUBSTITUTION GONY TRAV CONY TRAV	WORKING DAY OFF OR EXTRA DAY'S PAY JOUR DUVRABLE PAYE OU CHOME EN SUBSTITUTION ENAMES WORKERS CONV TRAV CONV TRAV	WORKING DAY OFF	WORKING DAY OFF	WORKING DAY OFF	WORKING DAY OFF	WORKING DAY OFF OTHER	WORKING DAY OFF OTHER OTHER	WORKING DAY OFF OTHER	WORKING DAY OFF							

TABLE 47-TABLEAU 47

NORMALLY WORKED) (NORMALEMENT CHOME)	APPLIES TO SOME PAID HOLIDAYS ONLY	TON NE S'APPLIQUE QU'A CERTAINS ELLE CONGES PAYES	RKERS AGMTS WORKERS TRAV GROUPE	IND. MANUFACTURIERES	595 1 IMENTS ET BOISSONS		1 340 1 200 CAOUTCHOUC/PLASTIQUE	1 450	2 2 035	260	600 2 3 265 IND. DU VET	225 1 200 INDUSTRIES DU BOIS	4 2 280)	370 4 2 660 PREM.TRANSFORM.METAUX	- 1 405 FABRICPROD. METAUX	- MACHINERIE	- 1 8 500 FABRIC.D'EQUIP.TRANS.	300 PRODUITS ELECTRIQUES	- 3 820 PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	- INDUSTRIE CHIMIQUE	- IND. MANUF. DIVERSES	355 21 21 050 TOTAL	
CNOT	EXTRA DAY'S	REMUNERATION D'UNE JOURNEE ADDITIONNELLE	AGMTS WORKERS CONV TRAV		2	1	2 1	-	-		N 7	-	- m	1	-	ı	ı	1	_	ı	ı	1	1	17	
SUNDAY OR 7TH DAY DIMANCHE OU LE 7E	WORKING DAY OFF WITH PAY	JOUR OUVRABLE CHOME ET PAYE	AGMTS WORKERS CONV TRAV		66 40 752	1	13 6 940	- 1	00		23	10 3 320	33	9	00		12	46	36	D.	-	21 9 440	11 4 720	495 331 764	
FALLING ON TOMBANT LE	NO PROVISION	AUCUNE	AGMTS WORKERS A		31 15 950	9 2 085	4	2	14	2 575	- +	-	54 27 270	ı	40	<u>о</u>	6	56	00	9		10 3 840	4 805	278 210 545	
PAID HOLIDAY JOUR FERIE PAYE	ALL AGREEMENTS N	TOUTES LES CONVENTIONS	AGMTS WORKERS AG		114 62 817	מו	26 13 300		77	26 36 565	0 0	p m	67	9 975	62	27		- !	45	12	2	31 13 280	17 6 565	848 587 064	
	ALI		GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSTRIES	VALLE INDOSTRIES	CLOTHING MILLS	WOOD INDISTRIES	FURNITURE AND FIXTURE		PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	THANSPURIALIUN EQUIP.	NONMETAL MINISTERS	DETECTION THE S CO. 1 DECE	PEIKULEUM & CUAL PRUD	CHEMICAL & CHEM. PRUD	MISC. MANUFACTURING	TOTAL	

TABLE 47 (CONT'D.)-TABLEAU 47 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	CANITCHOIC/PLASTICIE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DO VETEMENT	MFUBLES	PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM. IRANSFORM. METAUX	MACHINIDIE AUX	EADDIC D'EDITO TOANS	PRODUITS FLECTRICIES	DDOD MINIEDS NON-MET	CHARRON/PROD PETROL	INDUSTRIE CHIMIOUE	IND. MANUF. DIVERSES		TOTAL	
H DAY (NOT NORMALLY WORKED) LE 7E JOUR (NORMALEMENT CHOME)																								
PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY IR FERIE PAYE TOMBANT LE DIMANCHE OU LE 7E	отнек	AUTRES DISPOSITIONS	WORKERS TRAV		520	1	1 1	1	1	1	ş I	250	1	1	1	1	1	1	1 :			0112	1 010	
HOLIDAY IE PAYE			AGMTS		-	1	1 1	1	1	1	1	'	1	1	1	1	1	ı	1			-	М	
PAID HOLIDAY JOUR FERIE PAVE	WORKING DAY OFF OR EXTRA DAY'S PAY	JOUR OUVRABLE PAYE OU CHOME EN SUBSTITUTION	WORKERS		4 765	1	- 0.20	1 765	ı	1	200	2 290	3 005	1	1	1	765	,	1			800	14 340	
	WORKING OR E	JOUR C PAYE C EN SUBS	AGMTS		13	ı	,	- ന	1	1		- W	9	1	1	ı	2	1	1	ı	,	-	34	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PEIKULEUM & CUAL PRUU	CHEMICAL & CHEM. PROD	MISC. MANUFACIUKING	TOTAL	

TABLE 48-TABLEAU 48

			T	T-		_	_	_		-	-	-	_	_	_		_	_	_	_	_					
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOTSSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIOUF	IND. MANUF. DIVERSES	TOTA	
	PLANT SHUT-DOWN/ EMPLOYEE'S RIGHT TO SELECT	DROIT DE CHOISIR ET FERMETURE DE L'ETABLISSEMENT	WORKERS		10 865	4 245	7 930	930	17 003	1 650	17 495		2 160	5 980	270	15 940	16 885	18 695	80 824	28 980	7 730	ł	3 380	3 080	247 162	
	PLANT SP EMPLOYEE TO S	DROIT DE CHOISI ET FERMETURE DE L'ETABLISSEMENT	AGMTS		22	7	17	4	88	9		0	9	14	-	25	48	31	53	43	16	1	10	10	366	
	EMPLOYEE'S RIGHT TO SELECT HIS VACATION	DROIT DE L'EMPL- OYE DE CHOISIR SES VACANCES	WORKERS		48 137		2 700		9 230	210	1 010	45 240	1 430	48 895		41 890	6 940	250	10 175	4 880	3 685	2 055	7 045	1 150	246 707	
ELECTION - CHOIX	EMPLOYE TO HIS V	DROIT D OYE DE SES V	AGMTS		82	F	2	4	4	-	2	18	9	92	19	29	17	_	00	5	11	9	13	4	348	
PAID VACATION - SELECTION VACANCES PAYEES - CHOIX	PLANT	FERMETURE D'ETABLISSEMENT	WORKERS		375	(1 075	1 665	975	1	13 500	285	360	2 185	1	3 100	860	1 385	11 435	6 6 15	1	ı	310	ı	44 125	
AID VACATION - S VACANCES PAYEES	SHU	FER D'ETAB	AGMTS		-	1	2	e	4	ı	0	-	-	m	1	n	n	2	מו	4	1	1	-	1	36	
PAI	NO PROVISION	AUCUNE DISPOSITION	WORKERS		3 440	470	1 595	1 255	575	ı	4 560	300	1	10 065	ı		2 790		098 6			525	2 545	2 335	49 070	
	NO PR	DISP	AGMTS		6	+	D.	4	7	1	9	-	1	-	1	4	0	7	12	Ţ.	4	2	7	m	86	
	ALL AGREEMENTS	TOUTES LES	WORKERS			5 085	13 300												111 794			2 580	13 280	6 565	587 064	
,	ALL AG	TOUT	AGMTS		114	6	26	T 1	53	7	26	29	£	123	20	61	78	36	80	63	9	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEALILE INDUSIRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	MEIAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 49-TABLEAU 49

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAGUICHOUC/PLASIIQUE	INDUSTRIES DO COIR	BONNETEDIE	TAND DE VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC - PRUD . ME LAUX	MACHINEKIE		PRODUITS ELECTRIQUES	PROD. MINIERS NON-MEI.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
IFY	3 YEARS	3 ANS	WORKERS		7 560	470	1	ti c	cas	3 400	700	ı						17 214				4 965	240	63 834	
TO QUAL	m	Ю	AGMTS		18	-	1	,			2 2	1	9	D	12	00 (m !	10	-	9	7	0	-	69	
3 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY E DE 3 SEMAINES - TEMPS DE SERVICE REQUIS	2 YEARS	2 ANS	WORKERS		1 100	1	1	t	ı		42 870	200	11 275		5 255	1	1	3 065	ı	1	ŧ	820	1	65 910	
SERVICE IPS DE S	8	8	AGMTS		-	1	1	1	1	,	10	-	18	2	n	ı	1	S.	ı	1	1	+		42	
LENGTH OF INES - TEN	1 YEAR OR LESS	UN AN OU MOINS	WORKERS		1 465	ı	1	700	345	, , ,	500	420	355	4 725	1 170	,	210	2 360	1	1	205	760	t	35 315	
FEKS - LENGY	1 YEAR	UN AN	AGMTS		2	,	1	2	-	,	4 -	2	-	10	2	ı	-	ო	ı	ı	-	2	1	32	
PAID VACATION OF 3 WE CONGE ANNUEL PAYE DE	NO PROVISION	AUCUNE	WORKERS		1 100	1	t	ı	ř		000 1	1	470	1	ı	1	ı	400	1	ı	1	066	1	3 960	
PAID VACATION OF CONGE ANNUEL PAYE	NO PR	AU	AGMTS		2	1	1	1	\$	1	7	1	-	ı	,	(1	-	ı	1	1	8	1	Ø	
ANNUAL PAT	ALL AGREEMENTS	CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560			36 565				62 145	27 475	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUTES	AGMTS		114	6	26	15	53	7	26	0 00	123	20	61	78	36	88	63	31	00	31	17	848	
			GROUPING	MANUFACTURING	FULL AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	FIRMITIDE AND FIXTIBE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD		MISC. MANUFACTURING	IATOT	

TABLE 49 (CONT'D.)-TABLEAU 49 (SUITE)

		ANNUAL PAI	PAID VACATION OF		3 SE	モュ	SERVICE MPS DE S	OF SERVICE REQUIRED TO QUALIFY TEMPS DE SERVICE REQUIS	TO QUAL	IFY		
	4	YEARS	ល	YEARS	6	6 TO 9 YEARS	10 YEAR	O YEARS OR MORE	0	OTHER		
	4	4 ANS	រេ	ANS	DE G	A 9 ANS	10 ANS	OU PLUS	AU	AUTRES DISPOSITIONS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	_
MANUFACTURING											IND.MANUFACTURIERES	
FOOD AND BEVERAGE	9	6 450	7.1	41 827	00	2 600	2	715	1)	ALIMENTS ET BOTSSONS	
TOBACCO PRODUCTS	1	ı	80		1	ı	,	1	ı	ł	TABAC (PRODUITS)	
RUBBER AND PLASTICS	ı	1	25		qu.	295	1	ı	j	1	CADUTCHOUC/PLASTIQUE	
LEATHER INDUSTRIES	ı	1	+		-	235	-	300	1	,	INDUSTRIES DU CUIR	
TEXTILE INDUSTRIES	-	525	18	9 623	29	15 730	0	1 195	ı	1	TEXTILE	
KNITING MILLS	2		-	365	m	802	-	220	ı	1	BONNETERIE	
WOOD INDUSTRIES	0 0	2 200	0 1	4 3335		2 730	1	i i	ı	ı	IND. DU VETEMENT	
FURNITURE AND FIXTURE	m +	845	n 0	1 /85	n or	1 660	7 7		ŀ	ſ	INDUSTRIES DU BOIS	
PAPER AND ALLIED	24	16 345	64	33 490	n 01	2 555	,	0000	1	1 1	PAPIER/IND CONNEXES	
PRINT/PUBLISH/ALLIED	1	,	2	480	1	ŀ	-	700	1	ı	IMPRIM / EDIT / CONN	
PRIMARY METAL	7	1 400	36	39 480	S	2 450	-	735	1	1	PREM, TRANSFORM, METAUX	
METAL FABRICATING	2	605	52	19 065	14		2	2 050	1	ı	FABRIC, -PROD. METAUX	
MACHINERY INDUSTRIES	1	1	27		വ		1	1	1	1	MACHINERIE	
THANSPORTALION EUCLF.	Ω ·	5 055	4 5		17		7	2 745	ı	ı	FABRIC.D'EQUIP.TRANS.	
MONINET AN INTEREST	4 .	1 605	5		9	2 675	=	275	1	1	PRODUITS ELECTRIQUES	
NOWINE AL MINERAL PROD	-	220	21	9 855	2	522	-	250	1	ı	PROD. MINIERS NON-MET.	
CHENTON & CUAL PROD	1	t t	1	1	1	1	ı	1	1	1	CHARBON/PROD.PETROL.	
MICAL & CHEM.PROU	-	525		3 740	m	1 480	ı	1	ı	ı	INDUSTRIE CHIMIQUE	
MISC. MANOFACIOKING	-	205	-	4 365	4	1 755	ı	ı	,	1	IND. MANUF. DIVERSES	
TOTAL	59	36 670	472	314 370	123	56 885	18	10 120	1	1	TOTAL	

TABLE 50-TABLEAU 50

			GROUPE	IND. MANUFACTURIERES		TABAC (PRODUITS)	PLA	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DO VELEMENI	MEUDIES DO BOIS	PAPIER/IND CONNEXES					FABRIC.D'	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.		INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	10 TOTAL	
.IFY	5 YEARS	5 ANS	WORKERS TRAV		220	ı	ı	1	ı	1	1	ı	1	3 150	1 170		1	1 100	1	1	1	1	ı	5 640	
TO QUAL	រប	ш	AGMTS		-	ı	ì	1	ı	1	1	(3 1	r.	000	1	1	2	1	ı	ı	1	ı	10	
4 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY DE 4 SEMAINES - TEMPS DE SERVICE REQUIS	2 TO 4 YEARS	4S A 4 ANS	WORKERS		1	1	1	1		4	13 200	,	1 1	,	,	ı	ı	1 610	1	ı	1	200	í	15 310	
OF SERVICE TEMPS DE S	2 10	DE 2 ANS	AGMTS		1	1	ı	1	1	ı	m	1	1 1	, ,	1	1	1	2	ŀ	1	1	-	1	9	
S - LENGTH OF SEMAINES - TER	ONE YEAR OR LESS	AN OU MOINS	WORKERS		1	1	ŀ	ı	ı	1	1	1	1	0/4	,	1	1	1	ı	1	1	ł	ı	470	
VEEKS -	ONE YEA	UN AN	AGMTS		ı	1	1	1	1	1	1	ı	1	- '		1 1	1	ŀ	1	1	ı	ı	1	-	
PAID VACATION OF 4 WE CONGE ANNUEL PAYE DE	NO PROVISION	AUCUNE DISPOSITION	WORKERS		1 100	1	1	1	295		13 960	380	325	6/6		2000		2 485	650	480	1	1 300	ı	22 040	
ID VACA	NO PE	DISI	AGMTS		2	,	1	1	-	1	7	-			'		1	7		2	1	4	1	29	
ANNUAL PAT	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	מו ו		5 560	27 783	1 860			m t			02 145		_	Ŋ	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	· თ	26	15	53	7	26	29	5	123	20	10	36	88	63	31	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 50 (CONT'D.)-TABLEAU 50 (SUITE)

		ANNUAL PAI	PAID VACATION OF CONGE ANNUEL PAYE	PAID VACATION OF 4 WEEKS - LENGTH CONGE ANNUEL PAYE DE 4 SEMAINES -	FEKS -	LENGTH OF	SERVICE MPS DE S	OF SERVICE REQUIRED TO QUALIFY TEMPS DE SERVICE REQUIS	TO QUAL	ΊFΥ		1
	6 10	9 YEARS	10	10 YEARS	11 TO	TO 14 YEARS	15 YEAR	15 YEARS OR MORE		OTHER		_
	DE 6 ANS A	IS A 9 ANS	10	10 ANS	DE A 1	DE 11 ANS A 14 ANS	15 ANS	OU PLUS	AU DISPO	AUTRES DISPOSITIONS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND. MANUFACTURIERES	_
FOOD AND BEVERAGE	20	12 125	16	7 160	63	35 322	12	068 9	,	1	ALIMENTS ET BOISSONS	
TOBACCO PRODUCTS	-	470	9		2)	1	1	1	TABAC (PRODUITS)	
RUBBER AND PLASTICS	1	1	m	765	16	060 6	7		1	ı	CADUTCHOUC/PLASTIQUE	_
TEXTILE INDUSTRIES	2	655	I.		41		0		1	1	INDUSTRIES DU CUIR	_
KNITTING MILLS	1 1	1 1	ρ -	020	~ (*.	3 220	40	20 248	1 1	1 1	TEXTILE	
CLOTHING INDUSTRIES	-	400	2	068	9 4	2 525	0 0	5 290	1	1	IND. DU VETEMENT	
WOOD INDUSTRIES	12	43 870	-	200	Ø		9		1	1	INDUSTRIES DU BOIS	
FURNITURE AND FIXTURE	-		m		2		9		1	1	MEUBLES	
PAPER AND ALLIED	27		88	24 335	27		24	6 610	1	1	PAPIER/IND.CONNEXES	
PRINI/PUBLISH/ALLIEU	- 0		1 (<u>ا</u> ما		N			1	IMPRIM./EDIT./CONN.	
METAL EARDICATING	n «	0.40 0.40 0.40 0.40	77	26 935	15		0 0		,	ŀ	PREM. TRANSFORM. METAUX	
MACHINERY INDUSTRIES	10	2 700	ى ك	0000	47	13 /23	5 6	9 2 / 0		1	FABRICPROD. METAUX	
TRANSPORTATION EQUIP.	6		14		2		- m		,	f	EARRIC D'EOUTP TRANS	
ELECTRICAL PRODUCTS	1	ı	7	4 780	43	34 070	12		,	1	PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD	2	290	7	2 380	13	009 9	7		1	1	PROD, MINIERS NON-MET.	
PETROLEUM & COAL PROD	-	205	7	2 375	ı	1	1	1	1	1	CHARBON/PROD. PETROL.	
CHEMICAL & CHEM. PROD	-	820	14	06 2 9	7	2 985	4	1 185	1	1	INDUSTRIE CHIMIQUE	
MISC. MANUFACTURING	1	1	-	200	7	1 985	0	4 080	3	1	IND. MANUF. DIVERSES	
TOTAL	103	102 710	155	99 924	306	177 062	238	163 908	ı	1	TOTAL	

TABLE 51-TABLEAU 51

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	LEXIILE Domination of	BONNETERIE	IND. DO VELEMENT	MELIDI ES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
IFY	15 YEARS	15 ANS	WORKERS		6 625	3 190	ı	1	ŀ	ı	ı	1 1	3/5	1	9 045	210	5 030	6 475	ı	280	t	250	ı	31 480	
TO QUAL	ŧ.	टी	AGMTS		15	9	ı		1	1	1	1	- '	,	Ŋ	-	4	+	1	-	1	+		45	
PAID VACATION OF 5 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 5 SEMAINES - TEMPS DE SERVICE REQUIS	11 TO 14 YEARS	DE 11 ANS A 14 ANS	WORKERS		2 280	ı	1	ı		ı	1	ı	1 1	530	1 170	ı	1	1	ı	1	1	1	1	3 980	
SERVICE PS DE S	11 TO	DE A 1	AGMTS		4	ı	1	,	ı	ı	ı		1 1	2	2	1	1	ı	ı	1	1	1	ı	00	
S - LENGTH OF SEMAINES - TEN	10 YEARS OR LESS	10 ANS OU MOINS	WORKERS)	470	1	205	1	1	1	440	610	3 150	1	1	1	1 610	1	1	1	1	800	7 285	
EEKS - 5 SEMA	10 YEAR	10 ANS	AGMTS		,	-	ı	-	+	1	,	-	1	. ro	' '	1	1	2	1	ı	1	1	-	12	
PAID VACATION OF 5 WEEK CONGE ANNUEL PAYE DE 5	NO PROVISION	AUCUNE	WORKERS		8 785	- 1			15 298		34 090	1 820	720		2 315		1 005	16 600	3 370	2 535	1	1 780	1	102 383	
D VACAT	N PR	AU	AGMTS		16	1	9	7	30	m	20	9	φα	-	. rv	15	က	24	9	7	ı	5	1	168	
ANNUAL PAT	ALL AGREEMENTS	ES LES ENTIONS	WORKERS		62 817								3 950				21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUTES	AGMTS		114	ි ග	26	15	53	7	26	29	13	200	61	78	36	88	63	3.1	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRIMARY MFTAI	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 51 (CONT'D.)-TABLEAU 51 (SUITE)

		ANNUAL PAI	PAID VACATION OF CONGE ANNUEL PAYE	PAID VACATION OF 5 WE CONGE ANNUEL PAYE DE	VEEKS - LENGT E S SEMAINES	LENGTH OF	SERVICE	B WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY DE 5 SEMAINES - TEMPS DE SERVICE REQUIS	TO QUAL	ΙFΥ		
	16 TO 19	19 YEARS	20	20 YEARS	21 TO	21 TO 24 YEARS	25 YEAR	25 YEARS OR MORE	0	OTHER		
	DE A 1	DE 16 ANS A 19 ANS	20	20 ANS	DE A 2	DE 21 ANS A 24 ANS	25 ANS	25 ANS OU PLUS	AU DISPO	AUTRES DISPOSITIONS		
GROUPING	AGMTS CONV	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND.MANUFACTURIERES	
FOOD AND BEVERAGE	14	10 225	36	22 545	23	8 687	9	3 670	1	,	ALIMENTS ET BOISSONS	
TOBACCO PRODUCTS	2	1 425	1	1	t	ı	ı	1	1	1	TABAC (PRODUITS)	
RUBBER AND PLASTICS	-	200	17	9 850	1	t		580	ŧ	1	CADUTCHOUC/PLASTIQUE	_
TEXTILE INDUSTRIES	1	300	1		m L	830		2 230	1	1	INDUSTRIES DU CUIR	_
KNITTING MILLS	- 1	Coc	- ("	0 0 0 0	ו	2 605	2 7			1	FXILE	_
CLOTHING INDUSTRIES	2	009) +-	650	,	1 1	- 65	1 225	1 1	1 1	BONNETERIE IND DI VETEMENT	_
WOOD INDUSTRIES	13	44 365	4	1 155	m	735		430	1	1	INDUSTRIES DU BOIS	
FURNITURE AND FIXTURE	-		-		4	630	m	802	1	1		_
PAPER AND ALLIED	25		33	21 225	39	17 475	17	9 865	1	í	PAPIER/IND.CONNEXES	_
PRINT/PUBLISH/ALLIED	ო	2 675	D.		7		7	1 025	1	1	IMPRIM./EDIT./CONN.	
PRIMARY METAL	-	225	22		16	22 025			1	ı	PREM. TRANSFORM. METAUX	
MACHINERY INDUCTOR	m ı		22		<u>0</u> 1		-)	1	FABRICPROD.METAUX	
TPANSPORTATION FOLIT	חט	2 3 10	∞ ς		~ 0				,	ı	MACHINERIE	
FI FOTDIONI DECENDED	0 5	000	7 7	0000	00 0	2000			ı	1		
NONMETAL MINEDAL DOOD	*		0 0		0 (3 2 2 2 2	1	1	PRUDULIS ELECIRIQUES	
NOINME AL MINEKAL PROD	4	2/2	m (9	2 220	10		1	ı	PROD.MINIERS NON-MET.	
PEIKULEUM & CUAL FRUU		205	9	2 050	1	1		325	ı	1	CHARBON/PROD.PETROL.	
CHEMICAL & CHEM. PROD	7	1 080	16	7 445	4	1 130		1 595	1	ı	INDUSTRIE CHIMIQUE	
MISC. MANUFACIURING	1	F	2	700	4	1 295	10	3 770	1	1	IND. MANUF. DIVERSES	
TOTAL	87	87 695	230	198 424	158	92 297	140	63 520	ı	,	TOTAL	

TABLE 52-TABLEAU 52

		ANNUAL PAI	D VACAT	PAID VACATION OF 6 WEEKS - LENGT CONGE ANNUEL PAYE DE 6 SEMAINES	B SEMA	I O	OF SERVICE TEMPS DE SI	SERVICE REQUIS	TO QUAL	IFY	
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	15 YEAR	YEARS OR LESS	16 T0	19 YEARS	20	20 YEARS	
	TOUTES	CONVENTIONS	AU	AUCUNE DISPOSITION	15 ANS	ANS OU MOINS	DE A 1	DE 16 ANS A 19 ANS	20	20 ANS	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND.MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	57	23 947	1	1	m	2 060	10	4 715	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	6		က	1 175)	1	1	1	-	760	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	11	4 100	ı	1	1	ı	1	1	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15		14		1	1	ı	ı	1	ı	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	47		1	1	ı	ı	,	1	TEXTILE
KNITTING MILLS	7	1 860	9		1	1	1	1	1	1	BONNETERIE
CLOTHING INDUSTRIES	26		23		1	ı	,	1	· 1	()	IND. DU VETEMENT
WOOD INDUSTRIES	29		12))			-	375	METIBLES CO. CO.S.
FURNITURE AND FIXTURE	133	3 950	ا ر م	0000 a			ı	1	- 1)	PAPIER/IND. CONNEXES
PAPER AND ALLIED	123		N 00	9 430	1	1	1	1	1	ı	IMPRIM. / EDIT. / CONN.
PRIMARY METAL	61		32		ı	ı	ı	,	4	8 450	PREM. TRANSFORM. METAUX
METAL FABRICATING	78		58	20 730	1	1	1	ı	-	210	FABRIC PROD. METAUX
MACHINERY INDUSTRIES	36		21		,	1	ı	ŀ	2	2 430	MACHINERIE
TRANSPORTATION EQUIP.	88		71	99 839	ı	1	ı	ı		4 020	PARKIC D'EUDIP : IKANS.
ELECTRICAL PRODUCTS	63		39		ı	ı	1	1	ı	,	PRODUILS ELECTRIQUES
NONMETAL MINERAL PROD	31		21		ı	1	ì	1	1	ı	PRODUMINIERS NON-MEI.
PETROLEUM & COAL PROD	80		7		1	ı	1	1	1	1	CHARBUN/PROD. PEIRUL.
CHEMICAL & CHEM.PROD	31		18	6 920	1	ı	ı	1	t	1	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	1	4 370	ı	t		ı	1	(IND. MANUF. DIVERSES
TOTAL	848	587 064	507	322 039	1	ı	М	2 060	27	20 960	TOTAL

TABLE 52 (CONT'D.)-TABLEAU 52 (SUITE)

TABLE 53-TABLEAU 53

					The second of the second of the second		7.77	-			
AL	L AGR	ALL AGREEMENTS	NO PR	NO PROVISION	r>	7 WEEKS' VACATION	8 WI VACV	8 WEEKS' VACATION	MOR 8	MORE THAN 8 WEEKS'	
	TOUTES L	TOUTES LES CONVENTIONS	AL	AUCUNE DISPOSITION	7 DE	7 SEMAINES DE VACANCES	8 SEP DE V	8 SEMAINES DE VACANCES	8 SE	PLUS DE SEMAINES	
AG	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	S WORKERS V TRAV	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
											IND. MANUFACTURIERES
	114	62 817	100	56 24	212 1	11 5 945	8	099	1	ı	ALIMENTS ET BOISSONS
	တ	JS.	9	3 12	120	3 1 965	1	1	,	ı	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300			300	1	1	ı	1	1	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	ST.			560	ı		ı	1	ı	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	23	27 783	ഥ			,	1	,	1	ı	DOMINICACOTO
		- (1 2 2 2	1	1 1	1 1	1 1	, ,	TND DI VETEMENT
CLOTHING INDUSTRIES	56	36 565	26	36 56	0000	. !		1 1		1	INDUSTRIES DU BOIS
MUOD INDUSTRIES	N T	o e				,	1	1	1	ı	MEUBLES
	123	67 125	_		069	7 6 435	1	1	ı	ı	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	o o		6	975	1	,	1	1	ŀ	IMPRIM. /EDIT. /CONN.
	61	0		5	30	10	1	1	1	ı	PREM, TRANSFORM, METAUX
METAL FABRICATING	78	27 475	5 77	27 265	35	1 210	ı	1	1	1	FABRIC PROD. METAUX
MACHINERY INDUSTRIES	36	21 745		19 31	315	2 2 430	1	1	ı	1	MACHINERIE
TRANSPORTATION EQUIP.	88	111 794			294	2 1 500	1	t	1	1	
FI FCTRICAL PRODUCTS	63	45 600	63	45 60	- 009	ſ	1	1	1	1	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915		12 91	915 -	1	ı	1	1	1	PROD. MINIERS NON-MET
PETROLEUM & COAL PROD	00	2 580	8	2 58	- 089	ı	1	1	1		CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	3.1	13 280	31		- 280	r	1	1	1	ı	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	5 17	6 56	- 299	1	1	ı	1	1	IND. MANUF. DIVERSES
	848	587 064	814	557 054		31 29 350	က	099	1	1	TOTAL

TABLE 54-TABLEAU 54

TABLE 55-TABLEAU 55

			GROUPE	IND. MANUFACTURIERES		TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	I EXIILE	BONNE EKIE	INDISTRIFS DU BOIS	METIRIFO	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PEIROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	5 TOTAL	
	ELIGIBLE ONLY AFTER MINIMUM YEARS OF SERVICE	EMP.ADMISS.SEUL. SI CERTAIN TEMPS DE SERV. CONTINU	WORKERS TRAV		225	ı	ı	š	1	1	1 1	,	1	í	ı	1	1	ı	ı	1	1	1	ı	225	
		EMP. ADM SI CERT DE SERV	AGMTS		-	1	1	1	1	1	1 1	1	1	1	,	1	1	1	1	1	1	1	1	+	
	DURATION OF VAC. GRADUATED ACCORDING TO AGE	DUREE EST FONCTION DE L'AGE	WORKERS		1	1	1		1	ı	000	000	2 150)	7 835	200	ı	ı	1	,	ı	ı	ı	10 545	
ATTE	DURATIO GRAD ACCORDI	FON	AGMTS		1	1	1	,	ı	1	1	-	4	,	7		,	1	ı	,	ı	ì	1	13	
PRE-RETIREMENT VACATION CONGE DE PRE-RETRAITE	VACATION IN LAST YEAR OF EMPLOY- MENT ONLY	CONGE LA NIERE ANNEE MPLOI SEULE	WORKERS		1	1	1	1	650	ı	1 1		13 660)	14 500	500	1	1	370	1	1	ı	ı	29 680	
SE-RETIR	VACATIC YEAR OF	CONGE DERNIERE D'EMPLOI	AGMTS		1	1	,	1	_	ι	1	1	ı R	1	r.	, —	,	1	-	,	1	1	1	23	
ā	NO PROVISION	AUCUNE DISPOSITION	WORKERS		62 592	5 085	13 300	-					3 950	040 47				111 794	45 030	12 915		13 030	6 565	507 909	
	NO PR	DISF	AGMTS		113	6	26		מ				ט ע					88			00	30	17	749	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS TRAV		62 817		13 300	5 560	27 783	1 860			3 950	0 0 07			21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	0	26	15	53	7	26	29	133	500	200	200	36	88	63	31	80	31	17	848	
			GROUPING	MANUFACTURING	FOUR AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINI/PUBLISH/ALLIEU	METAL FARRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 55 (CONT'D.)-TABLEAU 55 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUTE)	CAGUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF, DIVERSES		TOTAL	
No.	OTHER	AUTRES DISPOSITIONS	AGMTS WORKERS CONV TRAV		1	1	1	1	1	1	ı	1	1	1	t	1	ı	1	1	ı	1	1	1	1		1	
PRE-RETIREMENT VACATION CONGÉ DE PRE-RETRAITE	COMB: LAST YEAR AND MINIMUM YRS. SERVICE	DERNIERE ANNEE ET ANNEES DE SERVICE MINIMUM	AGMTS WORKERS A		1	1	1	1	1	1	ı	ı	1	1	1	1	1	1	1	1	1	1	ł	ı		1	
P. P	COMB:GRAD TO AGE C AND ONLY IF MIN.YRS.SERVICE	FONC. DE L'AGE ET ANNEES DE SERVICE MINIMUM	AGMTS WORKERS CONV TRAV		1	1	1	1	ı	1	1	1 200		50 26 975	3	00	3 1 050	2 1 710	1	200	1	1	1 250	1		62 38 705	
	COMB: IN LAST YEAR ONLY AND GRADUATED TO AGE	DERNIERE ANNEE ET FONCTION DE L'AGE	AGMTS WORKERS CONV TRAV		1	1	1	1	1	1	1	1	1	1	ì	1	1	1	1	1	1	1	1	1		ł	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOIHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINI/PUBLISH/ALLIED	FKIMAKY MELAL	MEIAL FABRICALING	TATELES INDUSIRIES	TRANSPURIALION EQUIP.	ELECIKICAL PRODUCIS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	14101	IOIAL	

TABLE 56-TABLEAU 56

			GROUPE	IND. MANUFACTURIERES		TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES			PREM. TRANSFORM. METAUX	FABRIC - PROD . METAUX	MACHINERIE	FABRIC. D'EQUIP. IRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	OTHER	AUTRES	WORKERS		2 730	455	ı	2.5)	8 500	1	ı	2 130	840	275	1 230	210	ı	ı	1 565	1	ı	ı	18 250	
	0	AU DISPO	AGMTS		8	-	1	1	. '	2	1	,	D.	_	-	m	-	ı	,	က	1	ı	ı	21	
	YEAR END OR CHRISTMAS BONUS	BONI DE FIN D'ANNEE OU DE NOEL	WORKERS		1 310	1	1	C80		22 000	1	1	5 465	1	230	350	1 200	1 955	445	ı	1	,	750	18 685	
	YEAR	BONI D'AN DE	AGMTS		m		1	,)	4	1	ı	00	1	-	-	-	m	-	1	1	1	2	27	
SPECIAL PAYMENTS BONIS SPECIAUX	VACATION BONUS	BONI DE VACANCES	WORKERS		7 505	1	1 040	0	272	0/0-	t	650	28 705	t				21 070	1 550	1 060	,	380	200	122 940	
SPECIAL	VACATI	BONI DE	AGMTS		16	1	2	,	v C	7 -	1	2	48	ı	31	130	6	14	4	e	ı	-	-	153	
	NO PROVISION	AUCUNE	WORKERS		51 272			5 560				3 300	30 825			19 065	10 8 10	88 769	43 605	10 290	2 580	12 900	5 615	427 189	
	NO PR	AU DISPO	AGMTS		92	œ	24	15	- L	2 0	29	11	62	19	28	56	25	7.1	58	25	80	30	14	647	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085		5 560	7 / 000	1 860				9 975	62 145		21 745	111 794	45 600	12 915	2 580		6 565	587 064	
	ALL AG	TOUT	AGMTS		114	σ	26	15	1 C	- 00	29	13	123	20	61	78	36	88	63	31	80	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEALILE INDUSTRIES	KNITTING MILLS	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 57-TABLEAU 57

				T	_	_	_		_																
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DO VELEMEN!	MEUBLES DO BOLS	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
	3 DAYS	3 JOURS	WORKERS		45 480	2 975			17 433		32 090	_			56 065					12 135	1 175	10 390	5 610	476 082	
	т	М	AGMTS		78	r _D	25	14	00 1	្រា	24	13	65	10	49	67	31	72	28	28	m	24	14	640	
DEATH IN IMMEDIATE FAMILY DANS LA FAMILLE IMMEDIATE	2 DAYS	2 JOURS	WORKERS		4 915	ı	1	ı	(230	7 100	1	1	ı	ì	200	1	ſ	ı	1	1	ı	ı	7 745	
N IMMEDI	2	64	AGMTS		9	ł	1	ı	1	- (1)	ı	i	ı	1	2	ı	1	1	,	1	1	1	12	
R DEATH I	ONE DAY	UN JOUR	WORKERS		400	1	1	1	(210	1	1	1	ı	1	ı	1	1	1	1	ı	1	ı	1 010	
SENCE FO	8	5	AGMTS		_	ı	ı	1	1		- 1	1	1	ı	1	ı	1	ı	1	1	ı	1	ł	m	
PAID LEAVE OF ABSENCE FOR CONGE AUTORISE PAYE-DECES	NO PROVISION	AUTRES DISPOSITIONS	WORKERS		1 800	1	1	L	2 135	0	2 ,	ł	1	1	1	ı	ì	720	220	ı	1 200	1 5555	ı	7 820	
PAID LE	NO PR	AUDISPO	AGMTS		4	1	1	,	7)	1	1	1	1	ı	ı	ı	ı	CV.	-	ı	4	4	E	6	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085		5 560	7 / 83	1 860			67 125	9 975	N	27 475	21 745						6 565	587 064	
	ALL AG	TOUT	AGMTS		114	0	26	<u>.</u>	00	700	29	13	123	20	9	78	36	00 (63	m	00	m .	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING MILLS	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	THE SPORTALION EQUIP.	ELECIKICAL PRUDUCIS	NUNMETAL MINERAL PROD	PEIRULEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC.MANUFACIURING	TOTAL	

TABLE 57 (CONT'D.)-TABLEAU 57 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	CADITICHOIC/BLASTICILE	INDUSTRIES DU CUIR		BONNETERIE		INDUSTRIES DU BOIS	MEUBLES DADIED/IND CONNEXES	TAPLEK/IND.CONNEXES	PREM TRANSFORM METAUX	FABRIC - PROD. MFTAUX	MACHINERIE	FABRIC, D'EQUIP, TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
DEATH IN IMMEDIATE FAMILY DANS LA FAMILLE IMMEDIATE	OTHER	AUTRES DISPOSITIONS	WORKERS TRAV		1 965	1	1 1	1	ı	360	1	1	t	000		1	205	1	250	205	1	1	4 185	
FAMILLE	0	AU DISPO	AGMTS		9	1	1 1	1	ı	-	,		ı	ı	N I	,	-	ŀ	-	-	1)	12	
	MORE THAN 5 DAYS	s Jours	WORKERS		435	ı		ı	1	1	ı	1	ı	1 1		220)	1	1	ı	1	ı	655	
SENCE FO	MORE TH	PLUS DE	AGMTS		-	1	1	1 1	1	1	ı	1	1	1	1	-		1	1		1	1	2	
PAID LEAVE OF ABSENCE FOR CONGE AUTORISE PAYE-DECES	DAYS	5 JOURS	WORKERS			2 110	1	8 235	ı	1 405	1 815			5 025	4 CBO 4	4 633	7 340	4 550		,	1 075	705	79 147	
PAID LE	រប	ហ	AGMTS		14	4	ı	12	1	m	വ	1	26	0	∞ (V <	-) +-	1	2	2	136	
	4 DAYS	4 JOURS	WORKERS		2 640	ı	200	282	1	1	1	1	895	1	785	7 2/3	030		230		260	250	10 420	
	4	4	AGMTS		4	+		- 1	1	,	1		2	1	1 17		C) ~			-	-	24	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSIRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	TOANSDORTATION FOLITO	FIRSTORIALION EGGIL	NONMETAL MINERAL PROD	PETROLEIM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 58-TABLEAU 58

	T			Т			_		_		_		_		_	_	_	_	_	_		_			
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	DEEM TOARCTORM METARIX	FARDIO - DDOD METALLY	MACHINERIE	FABRIC, D'EQUIP, TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	DAYS	3 JOURS	WORKERS		2 470	540	610	ı	610	1	1	750		8 470	243		1 130	14 505		510	1	530	1	36 770	
	m	М	AGMTS		Ŋ	-	-	ı	2	ı	1	2	1	00 7	ц)	60	4	4	2	1	-	ı	49	
PAID LEAVE OF ABSENCE FOR DEATH OF OTHER RELATIVES CONGE AUTORISE PAYE - DECES D'AUTRÈS PARENTS	DAYS	Jours	WORKERS		5 717	1	200	1	640	ı	360	1 475	325	700	. 1	1 030		1 750	1 825	2 125	ŀ	480	260	16 887	
JF OTHER	7	N	AGMTS		00	ı	-	t	2	1	tp	m	-	m	1	CY.	1	m	D.	4	ı	-	_	36	
OR DEATH	ONE DAY	UN JOUR	WORKERS		21 740	4 545					27 845	1 175		830		13 605		24 984	27 725	6 165	325	5 335	3 860	194 389	
SENCE F	NO NO	S	AGMTS		45	00	7	10	25	7	que I	4 1	-	50	0 0	30	0 00	40	36	14	_	15	10	346	
EAVE OF AE	NO PROVISION	AUCUNE DISPOSITION	WORKERS		32 660	1	10 320		15 688					49 125			12 115	70 555		4 115		6 935	2 445	338 788	
PAID L	NO PR	AU	AGMTS		52	1	17	വ	24	m :	14	50	200	20	3.4	36	15	41	18	-	7	14	9	416	
	REEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817		13 300				36 565			0 0 0 7 12 12 12 12 12 12 12 12 12 12 12 12 12				111 794	45 600				6 565	587 064	
	ALL AGREEME	TOUT	AGMTS		114	တ	26	15	ت ا ت	7	26	29	D (1	200	2 40	78	36	88	63	34	00		17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	CENTILE INDUSTRIES	ANILING MILLS	CCOLHING INDUSTRIES	WOUD INDUSTRIES	DARE AND ALLTE	PRINI/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 58 (CONT'D.)-TABLEAU 58 (SUITE)

AGMTS WOR CONV TOUR CONV T	KERS AGMTS CONV	5 DAYS 5 JOURS 1S WORKERS NV TRAV	MORE THA PLUS DE AGMTS CONV	MORE THAN 5 DAYS PLUS DE 5 JOURS AGMTS WORKERS CONV TRAV	DISPOS	AUTRES AUTRES DISPOSITIONS GMTS WORKERS CONV TRAV	GROUPE IND.MANUFACTURIERES ALIMENTS ET BOISSONS TABAC (PRODUTS) CAOUTCHOUC/PLASTIQUE INDUSTRIES DU CUIR TEXTILE RANNFTERF
ERAGE CONV CONV CONV CONV CONV CONTS CONV CONTS	AV AV	2		1 1	DISPOS DISPOS CONV	SITIONS WORKERS TRAV	GROUPE IND. MANUFACTUR ALIMENTS ET B TABAC (PRODUI CAOUTCHOUC/PL INDUSTRIES DU TEXTILE RONNFTRIE
ERAGE UCTS LASTICS STRIES STRIES LS USTRIES LS	A		AGMTS CONV	WORKERS TRAV	AGMTS	WORKERS TRAV	GROUPE IND. MANUFACTUR ALIMENTS ET B TABAC (PRODUI CAOUTCHOUC/PL INDUSTRIES DU TEXTILE RONNFIRIF
UDFACTURING ODD AND BEVERAGE BRACCO PRODUCTS ATHER INDUSTRIES ATTING MILLS OTHING INDUSTRIES TOTHING INDUSTRIES INDUSTR	1 1 1 1 1	1 1 1	1 1 1	1 1 1 1	1 1 1	0 8 3	IND.MANUFACTUR ALIMENTS ET B TABAC (PRODUI CAOUTCHOUC/PL INDUSTRILE FEATILE RONNFTRIF
ODD AND BEVERAGE	1 1 1 1 1	1 1 1	1 1 1 1	1 1 1 1	1 1 1	530	ALIMENTS ET B TABAC (PRODUI CADUTCHOUC/PL INDUSTRIES DU TEXTILE RONNETERIF
BACCO PRODUCTS BBER AND PLASTICS ATHER INDUSTRIES TITING MILLS OD THING INDUSTRIES OD INDUSTRIES FRANTURE AND FIXTURE	1 1 1 1	1 1 1	1 h	1 1 1	1 1 1	1 1 1 :	TABAC (PRODUI CAOUTCHOUC/PL INDUSTRIES DU TEXTILE RONNETERIF
BBER AND PLASTICS ATHER INDUSTRIES TITING MILLS OD THING INDUSTRIES OD INDUSTRIES RNITURE AND FIXTURE	1 1 1 1 1 1	1 1	l i	1 1	1 1	1 1 :	CAOUTCHOUC/PL INDUSTRIES DU TEXTILE RONNFIFFIF
ATHER INDUSTRIES XTILE INDUSTRIES ITTING MILLS OD THING INDUSTRIES OD INDUSTRIES RNITURE AND FIXTURE	1 1	,	_	ı	1	1 :	
XTILE INDUSTRIES ITTING MILLS OTHING INDUSTRIES OD INDUSTRIES RNITURE AND FIXTURE	1						RONNETERIE
ITTING MILLS OTHING INDUSTRIES OD INDUSTRIES	_	1	ı	1		*	177
OTHING INDUSTRIES OD INDUSTRIES RNITURE AND FIXTURE	1	1	1	ı	1	ı	L L L L L L L L L L L L L L L L L L L
OD INDUSTRIES RNITURE AND FIXTURE	1	1	1	ı	ı	1	IND. DO VELEMENT
RNITURE AND FIXTURE -	1	ı	1	1	ı	ı	INDUSTRIES DO BOIS
	1	1	ı	ı	ı	ì	MEUBLES MADENEYES
PAPER AND ALLIED -	1	1	1	ı	ı	1	TAPLEK/INU.CONNECES
PRINT/PUBLISH/ALLIED -	1	ŀ	1	1 1	1 1	, ,	DPFM TRANSFORM METALLY
PRIMARY METAL -	i i	1 1	l 1	((. ,	,	FABRIC - PROD METAUX
METAL FABRICATING		1	'	1	1	1	MACHINERIE
MACHINERI INDUSTRIES	1	,	1	1	1	1	FABRIC. D'EQUIP. TRANS
FI FOTDIOAL BENDIOTS	1	1	1	1	1	1	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD		ı	1	ı	ŀ	1	PROD.MINIERS NON-MET.
PETERN & COAL PROD	1	1	1	1	Ī	1	CHARBON/PROD.PETROL.
CHEMICAL & CHEM PROD	1	1	1	ı	1	,	INDUSTRIE CHIMIQUE
MISC MANUFACTURING	1	1	1	1	1	1	IND. MANUF. DIVERSES
TOTAL	1	ı	1	ı	-	230	TOTAL

TABLE 59-TABLEAU 59

				PAID L CONGE	AID LEAVE OF ABSENC	au I	- MARRIAGE MARIAGE	: : ::::::::::::::::::::::::::::::::::				
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	6	ONE DAY	2	DAYS	က	3 DAYS		
	TOUT	TOUTES LES CONVENTIONS	AU	AUCUNE DISPOSITION	ń	UN JOUR	8	2 JOURS	м	3 JOURS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND. MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	110	61 397	2	785	-	285	+	350	ALTMENTS ET BOTSSONS	
TOBACCO PRODUCTS	0	10	0	5 085	1	î	ı	1	,	1	TABAC (PRODUITS)	
RUBBER AND PLASTICS	26	13 300	25	12 890	1	1	1	1	1	ı	CADUTCHOUC/PLASTIQUE	
LEATHER INDUSTRIES	- n	5 560	4 0	4 965	1	1	í	1	-	595	INDUSTRIES DU CUIR	
KNITTING MILLS	0 0		00	7 / 83	1 1	1 1	1 1	1 1	1 1		PONNETERIE	
CLOTHING INDUSTRIES	26	36 565	2	15 565	n	21 000	1	1	,	1	IND OU VETEMENT	
WOOD INDUSTRIES	29	~			1	1	1	ı	1	,	INDUSTRIES DU BOIS	
FURNITURE AND FIXTURE	13	~	12		1	ı	-	210	,	-	MEUBLES	
PAPER AND ALLIED	123	67 125	123		ì	1	1	1	1	ı	PAPIER/IND.CONNEXES	
PRINT/PUBLISH/ALLIED	20	თ	8		T	200	1	1	1	ı	IMPRIM./EDIT./CONN.	
PRIMARY METAL	0 1	62	22		4	1 200	ì	ı	_	380	PREM. TRANSFORM. METAUX	
MACHINED INDUSTRIES	7 00	27 475	78	27 475	1	ī	E	ı	1	ı	FABRICPROD. METAUX	
TRANSPORTATION FOLID	α		000	103 474	,	000	1 1	1	,	0	MACHINERIE	
FI FCTRICAL PRODUCTS	200	- 10	m m)	0 0				000	PADRIC.U EQUIP.IKANS.	
NONMETA! MINERAL PROD	9 6		0 0		-	T.	1	1			PRODUITS ELECTRIQUES	
PETROLEUM & COAL PROD	0	0 20 0	χ) α		- 1		1	1			CHAPPON /DDOD DETEN:	
CHEMICAL & CHEM. PROD	31	13 280	50		ı	,	+	702		1	TANDLISTER CHIMICHE	
MISC. MANUFACTURING	17	10	16		ı	ı)	-	240	IND. MANUF. DIVERSES	
TOTAL	848	587 064	824	546 869	+	31 705	m	1 020	വ	1 865	TOTAL	
									-			

TABLE 59 (CONT'D.)-TABLEAU 59 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUILS)	INDUSTRIES DU CUIR		BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BUIS	PAPIER/IND CONNEXES	IMPRIM. /EDIT. /CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE		PRODUILS ELECTRIQUES	CHARRON (PROD DETRO)	TENDEN TROUTE OF THE PART OF T	TANDOSTRIE CHIMIQUE	1.00 - MANO	TOTAL	
·w	ОТНЕВ	AUTRES DISPOSITIONS	WORKERS TRAV		1	ı	1 1	,	1	1	1	1 1	ı	1	1	ı	1	1	ı	1	t	1	ł	
- MARRIAGE MARIAGE	0	DISPO	AGMTS		1	,	1 1	1	1		1			1	ı	1	1	ı	1	ı	ł	ı	ı	
PAID LEAVE OF ABSENCE - MARRIAN CONGE AUTORISE PAYE - MARIAGE	MORE THAN 5 DAYS	PLUS DE 5 JOURS	WORKERS TRAV		1	ı	1 1	,	,	1	ı	,	1 1	ı	1	1	ł	ı	,	1	1	ı	1	
AVE OF AUTORIS	MORE TH	PLUS DI	AGMTS		ı	1	1 1	1	1	1	1	1	' '	1	ı	ı	ı	1	1	1	ı	1	1	
PAID LE	DAYS	JOURS	WORKERS TRAV		1	1	410	1 (ı	ı	ı	1	00%	530		1	1	ı	ı	ı	260	ž	1 500	
	ហ	យ	AGMTS		1	ı	-		1	1	1		1			1	1	ŀ	'	1	-	1	4	
	4 DAYS	4 JOURS	WORKERS		1	1	1	1 1	1	,	1	1	1 1	4 105)	1	1	1	1	t	1	1	4 105	
	4	4	AGMTS		1	ı	ı	1 1	1	1	1	1	1	-		1	,	ı		,	r	1	-	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINI/FUBLISH/ALLIED	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC.MANUFACTURING	TOTAL	

TABLE 60-TABLEAU 60

						_		_		_	_	_			_	_	_	_	_	_	_	_	_			
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	3 DAYS	3 JOURS	WORKERS		1	1	1	ı	ı	1	ı	1	ı	ı	ı	ı	1	ı	1	ı	1	1	ì	1	1	
.3	က	м	AGMTS		ſ	ı	ŀ	,	1	1	1	,	ı	1	t	1	1	ı	1	i	1	1	1	1	ì	
ктн	2 DAYS	2 JOURS	WORKERS		250		1	1)	ı	1	1	1	225	315	1	į	1	650	ı	1	ı	525	ı	1 965	
- CHILDBIRTH NAISSANCE	7	8	AGMTS		4	ì	1	1	1	1	1	1	1	4-	_	1	t	ı	_	1	1	1	-	1	rv	
	ONE DAY	UN JOUR	WORKERS		6 102	235	240	1	1	ŀ	255	1	420	655	945	942	450		5 825	1 040	200	ı	810	945	19 867	
CONGE AUTORISE PAYE	NO NO	25	AGMTS		13	-	-	1	,	ı	-	1	2	2	4	m	2	-	7	2	4-	1	2	m	45	
PAID LE	NO PROVISION	AUCUNE DISPOSITION	WORKERS		56 465	4 850	13 060					48 945										2 580	11 945	5 620	564 932	
	NO PR	AU	AGMTS		100	00	25	15	53	7	25	29	-	120	14	23	76	35	80	61	30	00	28	14	797	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085		טו	27 783				3 950		9 975	62 145		21 745						6 565	587 064	
	ALL AG	TOUT	AGMTS		114	6	26	5	23	7	26	29	13	123	20	9	78	9 1	00	63	3	∞	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEXITUE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINI/PUBLISH/ALLIED	PRIMARY METAL	MEIAL FABRICATING	TATES INCOME TO THE STATE OF TH	TRANSPURIALION EQUIP.	ELECTRICAL PRODUCTS	NUNME AL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 60 (CONT'D.)-TABLEAU 60 (SUITE)

		GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUICHOUC/PLASIIQUE	TEXTILE DO COIR	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM./EUII./CUNN.	LADOTO DODO METALS	TABKIC - TKOD ME - AOX	MACHINERIE FABRIC D'EOUTD TRANS	PAGELICE COLF. FAINS.		PRUC.MINIERS NON-MEL.	CTAKBON/ FROD. PELKOL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
OTHER	AUTRES DISPOSITIONS	GMTS WORKERS CONV TRAV		1	ı	1	1 1	1 1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
RE THAN 5 DAYS	US DE 5 JOURS	WORKERS		1	1	1	1	1)		1	1	1	1	1	1	_			1	1	1	1	1	
5 DAYS MC	5 JOURS PI	WORKERS		1	1	1	1	r 1	1 1	,	1		300	1	1			'	,	1			1 300	
4 DAYS	4 JOURS	WORKERS A		1	1	1	1	1	1 1	ı	1	1	1	'	1	t	1	1	1	1	1	ı	1	
		4	UFACTURING	OD AND BEVERAGE	BACCO PRODUCTS -	BBER AND PLASTICS	ATHER INDUSTRIES -	XTILE INDUSTRIES -	ITTING MILLS	DO INDUSTRIES	RNITURE AND FIXTURE -	PER AND ALLIED -	INT/PUBLISH/ALLIED	IMARY METAL -	TAL FABRICATING -	CHINERY INDUSTRIES -	ANSPORTATION EQUIP. -	ECTRICAL PRODUCTS -	NMETAL MINERAL PROD -	TROLEUM & COAL PROD -	EMICAL & CHEM.PROD -	SC.MANUFACTURING -	OTAL	
	5 DAYS MORE THAN 5 DAYS	5 DAYS MORE THAN 5 DAYS S 5 JOURS PLUS DE 5 JOURS	S 5 DAYS MORE THAN 5 DAYS OTHER S 5 JOURS PLUS DE 5 JOURS DISPOSITIONS KERS AGMTS WORKERS AGMTS WORKERS RAV CONY TRAV CONY TRAV	4 DAYS 5 DAYS MORE THAN 5 DAYS OTHER 4 JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS DISPOSITIONS CONV TRAV CONV TRAV CONV TRAV CONV TRAV TRAV	4 DAYS 5 DAYS MORE THAN 5 DAYS OTHER 4 JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS DISPOSITIONS CONV TRAV CONV TRAV CONV TRAV CONV TRAV	4 DAYS 5 DAYS MORE THAN 5 DAYS OTHER 4 JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS CONV TRAV CONV CONV CONV TRAV CONV CONV CONV CONV CONV CONV CONV CON	## DAYS	## DAYS 5 DAYS MORE THAN 5 DAYS OTHER 4 JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS 6 JOURS CONV TRAV CONV TRAV CONV TRAV CONV TRAV 6 JOURS CONV TRAV CONV TRAV 6 JOURS CONV TRAV CONV TRAV 7 JOURS CONV TRAV 8 JOURS CONV TRAV 8 JOURS CONV TRAV 9 JOURS CONV TRAV 10 JOURS CONV TRAV 11 JOURS CONV TRAV 12 JOURS CONV TRAV 13 JOURS CONV TRAV 14 JOURS CONV TRAV 15 JOURS CONV TRAV 16 JOURS CONV TRAV 17 JOURS CONV TRAV 18 JOURS CONV TRAV 19 JOURS CONV TRAV 10 JOURS CONV TRAV 10 JOURS CONV TRAV 10 JOURS CONV TRAV 11 JOURS CONV TRAV 12 JOURS CONV TRAV 13 JOURS CONV TRAV 14 JOURS CONV TRAV 15 JOURS CONV TRAV 16 JOURS CONV TRAV 17 JOURS CONV TRAV 18 JOURS CONV TRAV 19 JOURS CONV TRAV 10 JOURS 10 JOURS CONV TRAV 11 JOURS CONV TRAV 12 JOURS CONV TRAV 13 JOURS CONV TRAV 14 JOURS CONV TRAV 15 JOURS CONV TRAV 16 JOURS CONV TRAV 17 JOURS CONV TRAV 18 JOURS CONV TRAV 19 JOURS CONV TRAV 10 JOURS CONV	## DAYS	## DAYS	## DAYS	## DAYS 5 DAYS MORE THAN 5 DAYS OTHER ## JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS ## BAGMTS WORKERS CONV TRAV CONV	## DAYS 5 DAYS MORE THAN 5 DAYS OTHER ## JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS ## JOURS AGMTS WORKERS AGMTS WORKERS ## JOURS CONV TRAV CONV TRAV CONV TRAV ## JOURS CONV TRAV CONV TRAV CONV TRAV ## JOURS CONV	## DAYS 5 DAYS MORE THAN 5 DAYS OTHER ## JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS ## BAGMTS WORKERS AGMTS WORKERS ## CONV TRAV CONV TRAV CONV TRAV ## STRIES CONV TRAV CONV TRAV TRAV TRAV TRAV TRAV TRAV TRAV TRA	## DAYS 5 DAYS MORE THAN 5 DAYS OTHER ## JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS ## JOURS CONV TRAV C	## ADAYS	## A DAYS	A DAYS	## DAVS 5 DAVS MORE THAN 5 DAVS OTHER ## DAVS 5 DAVS MORE THAN 5 DAVS OTHER ## DAVS 5 DAVS PLUS DE 5 JOURS DISPOSITIONS ### DAVERS AGMTS WORKERS AGMTS WORKERS ### DAVE STICES CONV TRAV CONV TRAV CONV TRAV ### DAVE STICES CONV TRAV CONV TRAV CONV TRAV ### DAVE STICES CONV TRAV CONV TRAV CONV TRAV ### DAVE STICES CONV TRAV CONV TRAV CONV TRAV ### DAVE STICES CONV CONV	## DAYS 5 DAYS MORE THAN 5 DAYS OTHER ## DAYS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS ## DAYS DAYS DAYS DAYS DAYS ## DAYS DAYS DAYS ## DAYS DAYS DAYS DAYS ## DAYS DAYS ## DAYS DAYS ## DAYS DAYS DAYS ## DAYS DAYS	A DAYS	## DAYS 5 DAYS WORE THAN 5 DAYS OTHER ## JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS ## BEAGE CONV TRAV CONV TRAV CONV TRAV CONV TRAV ## STRIES CONV TRAV ## STRIES	## DAYS 5 DAYS MORE THAN 5 DAYS OTHER ## JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS ## JOURS S JOURS PLUS DE 5 JOURS DISPOSITIONS ## JOURN DISPOSITIONS ## JOURS S JOURS S JOURS DISPOSITIONS ## JOURS S JOURS S JOURS DISPOSITIONS ## JOURS S JOURS S JOURS S JOURS DISPOSITIONS ## JOURS S JOURS S JOURS S JOURS DISPOSITIONS ## JOURS S JOURS S JOURS S JOURS S JOURS ## JOURS S JOURS S JOURS S JOURS S JOURS ## JOURS S JOURS S JOURS S JOURS S JOURS ## JOURS S JOURS S JOURS S JOURS ## JOUR S JOURS ## JOUR S JOUR S JOUR ## JOUR S JOUR S JO	## DAYS 5 DAYS MORE THAN 5 DAYS OTHER ## JOURS 5 JOURS PLUS DE 5 JOURS DISPOSITIONS ### LEAGE CONV TRAY CONV TRAY CONV TRAY ### LEAGE C

TABLE 61-TABLEAU 61

PAID LEAVE OF ABSENCE - ADOPTION

				CONGE	AUTORI	CONGE AUTORISE PAYE -	ADOPTION					
	ALL AC	ALL AGREEMENTS	NO PR	NO PROVISION	ō	ONE DAY	8	2 DAYS	М	3 DAYS		
	CON	TOUTES LES CONVENTIONS	ALDISE	AUCUNE	5	UN JOUR	8	2 JOURS	ю	3 JOURS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND.MANUFACTURIERES	_
FOOD AND BEVERAGE	114	62 817	113	62 317	_	500)	1	1	1	ALIMENTS ET BOISSONS	_
TOBACCO PRODUCTS	6	IJ	6	5 085	1	ı	1	ı	1	1	TABAC (PRODUITS)	
RUBBER AND PLASTICS	26	<u>t</u>			ı	t	ı	ı	1	i	CAGUTCHOUC/PLASTIQUE	
LEATHER INDUSTRIES	2	വ			1	ı	1	I	1	1	INDUSTRIES DU CUIR	
TEXTILE INDUSTRIES	23	27	រប		1	ı	1	ŀ	1	1	TEXTILE	
KNITTING MILLS	7	-	7		1	ı	i	1	ı	1	BONNETERIE	
CLOTHING INDUSTRIES	26	36	25		-	255	ı	ı	ŀ	1	IND. DU VETEMENT	
WOOD INDUSTRIES	29	48	29		ì	1	1	ı	ı	ı	INDUSTRIES DU BOIS	
FURNITURE AND FIXTURE	<u></u>	m			1	1	1	1	1	1	MEUBLES	
PAPER AND ALLIED	123	67	_		-	325	1	1	F	1	PAPIER/IND.CONNEXES	
PRINT/PUBLISH/ALLIED	20	<u>ග</u>			3	675	1	ı	1	1	IMPRIM. / EDIT. / CONN.	
PRIMARY METAL	61	62			0	2 370	ł	1	ı	ı	PREM. TRANSFORM. METAUX	
METAL FABRICATING	78				-	205	1	1	,	ı	FABRICPROD. METAUX	
MACHINERY INDUSTRIES	36	21	32		_		1	1	1	ì	MACHINERIE	
KANSPURIALIUN EQUIP.	80		00		വ	5 140	1	1	ı	ı	FABRIC. D'EQUIP. TRANS.	
ELECIRICAL PRODUCTS	63	45 600	63		ı	1	ş	ı	1	1	PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD	3	12 915	30		_	200	1	ì	ı	1	PROD.MINIERS NON-MET.	
PETROLEUM & COAL PROD	00	2 580	00		1	ı	1	1	ı	t	CHARBON/PROD.PETROL.	
CHEMICAL & CHEM. PROD	34	13 280	31	13 280	1	1	1	ı	ı	1	INDUSTRIE CHIMIQUE	
MISC.MANUFACTURING	17	6 565	15	6 120	2	445	ı	1	ı	1	IND. MANUF. DIVERSES	
TOTAL	848	587 064	829	576 149	19	10 915	1	1	1	ı	TOTAL	

TABLE 61 (CONT'D.) -TABLEAU 61 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	INDISTRIES ON CHIE	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	DEEM TRANSFORM METALIX	FARRIC - PROD METALIX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
ADOPTION ADOPTION	OTHER	AUTRES DISPOSITIONS	AGMTS WORKERS CONV TRAV		1	1	1	1 1	1	(i i	1			1 (1	1	1	1	1	1	1	
PAID LEAVE OF ABSENCE - ADOPTION CONGE AUTORISE PAYE - ADOPTION	MORE THAN 5 DAYS	PLUS DE 5 JOURS	AGMTS WORKERS A CONV TRAV		1	1	1	1 1	1	1	į.	1	1	1	1 1	1 1		1	ı	1	1	1	1	
PAID LE/ CONGE /	5 DAYS	5 JOURS	AGMTS WORKERS CONV TRAV		,	1	1	1 1	1	1	1	1	ı	1		1 1		11	1	1	1	1	1	
	4 DAYS	4 JOURS	AGMTS WORKERS CONV TRAV		ı	i	1	1 1	1	1	1	1	1	r	1	1		1	1	1	1	1	1	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	VNITTING MILE	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICALING	TRANSPORTATION FOLID	TOTAL DECITOR	NONMETA! MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 62-TABLEAU 62

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC, -PROD, METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	PROVISION EXISTS BUT AMOUNT NOT SPECIFIED	DISP EXISTE MAIS MONTANT NON SPECIFIE	WORKERS		230	1	1	1	1	ı	1	,	1	200	ı	1	450	1	1	ı	1	ı	ı	1	880	
RANCE	PROVIS BUT AN	DISP E	AGMTS		-	ı	,	ı	ı	ı	ı	ı	ı	-	1	1	-	ı	1	1	1	1	1	1	m	
PAID LEAVE OF ABSENCE FOR JURY DUTY AND/OR COURT APPEARANCE CONGE AUTORISE PAYE-FONCTIONS JUDICIARES: JURE ET/OU TEMOIN	EMPLOYEE RECEIV- ES REGULAR PAY LESS JURY FEES	SALAIRE NORMAL MOINS INDEMNITE DE JURE	WORKERS		42 417	2 955	_		18 978	1 070	1 190	45 930		63 560						31 290	12 415	205	7 845	4 885	453 859	
ND/OR C	EMPLOY ES RE LESS	SALAI MOINS DE	AGMTS		83	IJ	23	0	34	4	m	21	7	116	14	49	99	28	80	49	30	-	21	14	657	
JRY DUTY A	EMPLOYEE RECEIVES REGULAR PAY	EMPLOYE RECOIT SON SALAIRE NORMAL	WORKERS		5 270	705	+	1	650	1	1	ı		3 120			5 250			12 925	1	1 280	2 990	1 275	45 430	
FOR JU	EMF REG REGL	EMPLOY SON NC	AGMTS		J.	2	1	ı	+-	-	1	1	_	D.	4	4	<u></u> б	m	D.	0	1	m	4	-	57	
OF ABSENCE	NO PROVISION	AUCUNE	WORKERS TRAV		14 900	1 425			8 155			2 280	1 395	245	910	7 895	400	2 255	1 270	1 385	200		2 445	405	86 160	
LEAVE	NO PR	DISF	AGMTS		25	2	m	9	18	n	23	7	വ	-	2	00	01	ו מ	m	4	-	4	9	2	130	
PAID L CONGE	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS TRAV		62 817	5 085	13 300	ر ا	27 783		9	48 945	е	67 125	o .	21		·	-	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUTES L	AGMTS		114	0	26	15	23	7	26	29	13	123	20	61	/ 8	36	80	63	31	00	94	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEXIILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINI/PUBLISH/ALLIED	TKIMAKY MELAL	MEIAL FABRICALING	TRANSPORTATION TONGS	TRANSPORTATION EQUIP.	ELECIRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 62 (CONT'D.)-TABLEAU 62 (SUITE)

JRT APPEARANCE ET/OU TEMOIN			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	CADUTCHOUC/PLASTIGUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	MPRIM./EUII./CONN.	TABDIC DOOD METALLY	MACHINEDIE	EARDIO N'EOUTE TOANS	DEDOLITE ELECTEDIES		PROD. MINIERS NON "ME".	CHAKBON/FROD. FEIROL.	INDUSTRIE CHIMIQUE	IND. MANOF. DIVERSES	TOTAL	
PAID LEAVE OF ABSENCE FOR JURY DUTY AND/OR COURT APPEARANCE CONGE AUTORISE PAYE-FONCTIONS JUDICIARES: JURE ET/OU TEMOIN																								
FOR JUR							_														_			
OF ABSENCE ISE PAYE-F	ОТНЕВ	AUTRES DISPOSITIONS	WORKERS		1	1 1	1	1	1	1 1	ı	1	1	1	1	1	+	1	1	1	1	ı	1	
LEAVE SE AUTOR	0	AU DISPO	AGMTS		ı	1	1 1	ı	ı	1 1	1	,	1	,	1	1	ı	1	1	1	ı	1	1	
PAIR	FLAT AMOUNT AND/ OR PORTION OF DAY'S PAY	MONTANT FIXE OU PORTION DU SALAIRE NORMAL	WORKERS		1	1	1 1	ı	ı	735		1	1	ı	ı	ı	ı	1	ı	1	1	ı	735	
	FLAT AMOUN OR PORT	MONTANT PORT SALAIR	AGMTS		1	1	1 1	1	1	F	- '	,	ı	-	1	1	ı	1	ı	ı	ı	1	-	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASILOS	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 63-TABLEAU 63

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOTSSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	PROVISION EXISTS NOT STATED IF PAID OR UNPAID	DISP.EXISTE MAIS AUCUNE MENTION SI PAYE OU NON	WORKERS		550		ı	1	1 800	ı	1	1	ı	615	1	,	1	1	18 040	ì	800	205	1	1	22 010	
	PROVISI NOT ST PAID O	DISP.EX AUCUNE SI PAY	AGMTS		2	1	1	1	-	1	1	1	1	2	ı	1	1	1	9	1	·	4-	1	,	6	
	EMPLOYEE RECEIV- ES A PERCENTAGE OF REGULAR PAY	L'EMPLOYE RECOIT -POURCENTAGE DE SON SAL. NORMAL	WORKERS		ı	1	ı	1	1	ı	ı	1	ı	1	ţ	1	1	375	ı	775	550	1	1	1	1 700	
EDUCATION	EMPLOY ES A P OF RE		AGMTS		1	1	1	1	t	ı	ı	1	ı	1	1	1	ı	-	1	-	-	1	1	ı	m	
1.4.	EMPLOYEE RECEIVES REGULAR PAY	L'EMPLOYE RECOIT SON SALAIRE NORMAL	WORKERS TRAV		505	1	1	1	1 510	1	ı	1	1	13 205	200	240	009	ı	19 405	1 815	345	550	1	1	38 375	
	EMF REG	L'EMPLC SON NC	AGMTS		-	ı	1	1	2	ı	ı	ı	1	21	-	-	m	ı	00	4	_	-	ı	ı	43	
LEAVE OF CONGE /	NO PROVISION	AUCUNE DISPOSITION	WORKERS		58 857	5 085	13 300		23 723	1 860	36 565			51 640	8 900					38 930	11 220	1 825	11 785	6 565	494 874	
	NO PR	DISF	AGMTS		104	D	26	15	49	7	26	20	12	95	17	56	68	34	68	52	28	9	28	17	740	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS TRAV		62 817				27 783					67 125										6 565	587 064	
	ALL AG	TOUTES	AGMTS		114	თ	26	15	53	7	26	29	13	123	20	61	78	36	80	63	31	œ	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 63 (CONT'D.)-TABLEAU 63 (SUITE)

				LEAVE	LEAVE OF ABSENCE - E	EDUCATION	7		
	UNPAI OF A	UNPAID LEAVE OF ABSENCE	0	OTHER					
	CONGE	CONGE AUTORISE NON PAYE	AU	AUTRES DISPOSITIONS					
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS					GROUPE
MANUFACTURING									IND.MANUFACTURIERES
FOOD AND BEVERAGE	9	2 685	+	220					ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	ı	1	1	ı					TABAC (PRODUITS)
RUBBER AND PLASTICS	ı	ı	1	ı					CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	1 1	1 1	1	750					INDUSTRIES DU CUIR TEXTILE
KNITTING MILLS	ı	1	- 1						BONNETERIE
CLOTHING INDUSTRIES	1	1	ı	1					IND. DU VETEMENT
WOOD INDUSTRIES	6	7 770	1	ı					INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	- (200	1	1					MEUBLES DADIED/IND CONNEYES
PAPER AND ALLIED PRINT/PHBLISH/ALLIED	7 -	530	χ) -	630					IMPRIM. / EDIT. / CONN.
PRIMARY METAL	4	1 340	- 1						PREM. TRANSFORM. METAUX
METAL FABRICATING	9	2 680	-	550					FABRICPROD.METAUX
MACHINERY INDUSTRIES	-		1	ı					MACHINERIE
TRANSPORTATION EQUIP.	4	4 170	2	1 200					FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	1	1	m	4 080					PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	ı	1	ı	ı					PROD.MINIERS NON-MET.
PETROLEUM & COAL PROD	ı	1	,	L					CHARBON/PROD. PETROL.
CHEMICAL & CHEM.PROD	2	0/6	- 1	525					IND MANUE DIVERSES
MISC. MANOTACIONING									
TOTAL	36	21 015	13	060 6					TOTAL

TABLE 64-TABLEAU 64

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	PAPIER/IND CONNEXES	IMPRIM. /EDIT. /CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	PROVISION EXISTS -NO MENTION IF PAID OR UNPAID	DISPOSITION MAIS AUCUNE MENTION SI PAYE OU NON	WORKERS		4 120	235	1 870		3 338	8 10		32 355	7 305	1 585	1 695	2 680	ı	35 500	1 700	340	1	915	300	98 128	
	PROVISI -NO ME PAID C	DISPOSI AUCUNE SI PAY	AGMTS		o	-	9	-	9	m	របា	Ω C	17	2	4	9	ı	15	m	-	1	2	-	89	
ESS	PAID LEAVE OF ABSENCE (WHOLE OR IN PART)	CONGE AUTORISE PAYE (EN ENTIER OU EN PARTIE)	WORKERS		1 975	1	2 515	1	210)	1	: 1	520	7007	1	405	220	8 910	1	250	1	ı	ı	16 365	
N BUSIN	PAID ABSEN	CONGE PAYE OU EF	AGMTS		4	1	4	1	2	ı	1	1 1	0	-	1	2	_	2	:	-	1	ŀ	,	19	
LEAVE OF ABSENCE FOR UNION BUSINESS CONGE AUTORISE-AFFAIRES SYNDICALES	UNPAID LEAVE OF ABSENCE	CONGE AUTORISE SANS SOLDE	WORKERS TRAV		48 250	2 080			12 755		15 930	3 115				20 145				11 775		10 785	5 605	377 814	
ABSENCE	UNPA1	CONGE	AGMTS		82	က	14	- 1	738	m	∞ ς	0 0	5 20	0	55	57	29	63	52	28	9	25	13	569	
LEAVE OF CONGE AL	NO PROVISION	AUCUNE DISPOSITION	WORKERS		068 9		285		8 610		18 450	010	16 930		200	3 490			5 850	250	515	1 200	099	77 585	
	NO PR	AU	AGMTS		14	വ		2:	4 1	- !	12	0 +	34	7	_	-	m	00	7	_	2	m	m	136	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560	7 / 83	1 860	36 565	40 04 040 0	67 125	9 975	7	7	_	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	ത	26	ر ا	1 0	- 0	200	N C.	123	20	9	78	36	80	89	- m	00	3	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEXTILE INDUSIRIES	VALITATING MITTS	ANTI-TING MILLS	WOOD INDISTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	KANSPORTATION EQUIP.	ELECIRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 64 (CONT'D.)-TABLEAU 64 (SUITE)

UNION REIMBUR EMPLOYER FG WAGES PAIL SYNDIC.REMBOL L'EMPLOYEUR F SALAIRES VERS CONV TRA	_					The second secon		
ERAGE ERAGE CONV TRACTICS L'EMPLOYEUR F SALAIRES VERS CONV TRACTICS LIED		BOTH P	BOTH PAID AND UNPAID SPECIFIED	LO	OTHER			
ERAGE 3 1 CONV TRA CONV TRA UCTS		MENTION DE CONGES PAYES NON PAYES	MENTION DE NGES PAYES ET NON PAYES	DISPOS	AUTRES DISPOSITIONS			
PERAGE 3 1 UCTS - 1 LASTICS 1 STRIES 3 2 STRIES 3 2 USTRIES 1 LIED - 15 LIED - 15 LATING - 1 ATING - 1 ATI		AGMTS	WORKERS	AGMTS	WORKERS TRAV			GROUPE
CCS							ONI	IND.MANUFACTURIERES
	1 460	2	622	1	1		AL	ALIMENTS ET BOISSONS
		1	ı	ı	1		4 T	TABAC (PRODUITS)
- 0 + 2 + +	370	1	ı	1	ı			CAUUICHUUC/PLASIIQUE
л	450	1	ı	1	1 1		27 +	INCOSINIES DO COIN
T	510			1 1	1 1			BONNETERIE
	400	1 1	1 1		ı		I	IND. DU VETEMENT
)	1	1	1	ı		VI II	INDUSTRIES DU BOIS
2		1	ı	1	ı		Σ (MEUBLES
++ +	910	1	1	1			PA	PAPIER/IND.CONNEXES
	230	1	1	1	1		→ C	IMPRIM / EDII / CONN.
-	200	1	1	1	(7 1	PKEM. IKANSFUKM. METAUA
1 1 1		2	755	1	1		4 4 4 4	FABRIC: - FRUD: ME: AUX
.NSPORTATION EQUIP CTRICAL PRODUCTS	200	7	882	1			AM.	MACHINEKIE
CTRICAL PRODUCTS	_	1	1	1	1	-		FABRIC D'EQUIP : IKANS .
JMETAL MINERAL PROD		-	200	+				KUUUIIS ELECIKIUUES
		1	1	1	1		7	PROD. MINIEKS NON-MEI.
PETROLEUM & COAL PROD		ı	ı	1	1			CHARBON/PRUD. PEIRUL.
CHEMICAL & CHEM.PROD		-	380	1	ı			INDUSTRIE CHIMIQUE
MISC.MANUFACTURING		1	1	1	1			INU. MANUF. UI VERSES
TOTAL 27 14 03	4 030	80	3 142	1	1			TOTAL
	_							

TABLE 65-TABLEAU 65

							,,,,									×	_				_		_	_	_	_	 7
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL		
	10 MINUTES BEFORE MEAL	10 MINUTES AVANT LE REPAS	WORKERS		1	ì	275	ı	1	1	1	1	1	ī	ı	1	425	ı	1	ı	1	ŀ	1	1	700		
	10 P BEF	10 A	AGMTS		1	1	-	1	1	1	ı	1	1	ı	1	1	-	ı	1	1	1	ı	1	1	2		
	MINUTES BEFORE END OF SHIFT	5 MINUTES AVANT LA FIN DU QUART	WORKERS		10 180	ı	086	970	1 990	ı	255	200	1 380	2 790	1		5 670		41 770	6 845	445	f	700	1 190	83 740		
MUNENT	5 MINUT	S MINUT	AGMTS		13	1	m	4	m	E.	-	_	ณ	0	1	7	17	7	25	<u>+</u>	2	ı	2	m	115		
TOTEL IL NEWGITERE	5 MINUTES BEFORE MEAL	5 MINUTES AVANT LE REPAS	WORKERS		1 055	t	1 410	ı	1	1	1	ı	ı	2 665	ı	435	705				2 245	1	1	J	18 995		
CIMES DE 10	5 MJ	5 MI AVANT	AGMTS		4	1	2	1	ì	J	ı	1	1	m	1	2	2	2	4	S	4	J	,	1	28		
	NO PROVISION	AUCUNE DISPOSITION	WORKERS TRAV		47 612	4 545	10 060					48 245									7 650			3 810	407 454		
	NO PR	AU	AGMTS		85	00	100	o	42	9	25	27	m	105	20	40	34	15	32	35	430	00	17	00	555	-	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS TRAV		62 817	5 085	13 300	5 560	27 783	1 860	36 565	48 945	m	67 125	9 975	62 145	27 475	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064		
	ALL AGI	TOUT	AGMTS		114	Ø	26	ប្	23	7	26	29	0	123	20	61	78	36	0 0	63	3	00	9	17	848		
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL		

TABLE 65 (CONT'D.)-TABLEAU 65 (SUITE)

				TEM	PAID WA	WASH-UP TIME TOILETTE REMUNERE	UNERE		
	10 MIN. END OF	O MIN. BEFORE END OF SHIFT	S M BEFORE END O	S MINUTES BEFORE MEAL AND END OF SHIFT	10 M BEFORE END O	10 MINUTES BEFORE MEAL AND END OF SHIFT	.0	OTHER	
	10 MINUTES LA FIN DU	TES AVANT	5 MINUTES LE REPAS LA FIN DU	TES AVANT PAS ET A	10 MINUTES LE REPAS LA FIN DU	TES AVANT PAS ET A DU QUART	DISPO	AUTRES DISPOSITIONS	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING									IND. MANUFACTURIERES
FOOD AND BEVERAGE	2	535	7	2 060	1	ı	8	1 375	 ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	ı	ı	*	540	ı	1	1	1	TABAC (PRODUITS)
RUBBER AND PLASTICS	-	290	•	285	ſ	1	'	,	TANISTERS DI CITE
LEATHER INDUSTRIES	1	7 27	- L	3 200	1	020		440	 TEXTILE
KNITTING MILLS	,)		1)	+	350	 BONNETERIE
CLOTHING INDUSTRIES	,	1	1	ı	1	1	ı	ı	 IND. DU VETEMENT
WOOD INDUSTRIES	-	200	1	1			,	1 0	 INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	1	1	- (270	1	7 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	4 c	7 365	 PAPIER/IND. CONNEXES
PAPER AND ALLIED PRINT/PUBLISH/ALLIED	1 1	1 1	7		1	1004	1	- 1	IMPRIM./EDIT./CONN.
PRIMARY METAL	m	945	9	3 620	1	1	m	1 155	 PREM. TRANSFORM. METAUX
METAL FABRICATING	4	1 330	14			200	D.	1 470	FABRIC PROD. METAUX
MACHINERY INDUSTRIES	-		9			1 190	n 1		MACHINERIE
TRANSPORTATION EQUIP.	4	4 130	ប្	13 490		2 800	~ (3 195	PRODUITS ELECTRONES.
ELECTRICAL PRODUCIS		2/5	- (N (о п	 DDOD MINIEDS NON-MET
NONMETAL MINERAL PROD	2	058	7	2008))	n 1	929	 CHARBON/PROD. PETROL.
CHIRTON & COAL PROD			U	098 0		490	4	1 620	 INDUSTRIE CHIMIQUE
MIND MANUFACTURING	1 1	ı	9 9		1		1)	IND. MANUF. DIVERSES
							0	0	4 + 0 +
TOTAL	20	9 595	80	44 425	on .	26/ 9	ກ ກ	16 360	I O I A L

TABLE 66-TABLEAU 66

					_	_	_	_	-	-			_	_	_	_		_	_	_		_	-			
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD, PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
	DNCE A DAY, MORE THAN 15 MINUTES	UNE PAUSE DE PLUS DE 15 NUTES PAR JOUR	WORKERS		550	1	800	1	1 500	1	ı	ı	ı	3	,	1	390	ı	1	1	1	ı	1	1	3 240	
	ONCE A THAN 15	UNE PA PLUS MINUTES	AGMTS		-	ı	+	1	_	1	ı	1	ı	ı	1	1	Ŧ	,	ı	1	ı	1	ŀ	7	4	
	ONCE A DAY, 15 MINUTES	UNE PAUSE DE 15 MINUTES PAR JOUR	WORKERS		,	1	ı	ı	1	1	13 255	1	ı	ı	1	1	740	1	ı	1	,	1	1	200	14 195	
	ONCE 15 N	UNE F	AGMTS		1	1	ı	1	i	1	m	1	1	,	1	ı	2	ı	ı	1	1	1	1	-	9	
REST PERIODS PAUSES	ONCE A DAY, 10 MINUTES	UNE PAUSE DE 10 MINUTES PAR JOUR	WORKERS		009	1	615	1 250	280	365	2 140	1	,	1 300	ŀ	009	2 335	1 405	096 6	1 200	1	1	290	1	22 340	
REST	ONCE 10 M	10 M PAR	AGMTS		-	1	2	2	_	-	m	,	1	m	1	2	6	4	80	2	1	,	-	1	39	
	NO PROVISION	AUCUNE DISPOSITION	WORKERS		4 305	1	3 400	300	12 698	220	2 450	1 410	1	51 195			7 120	6 630		24 215	3 290	2 375	6 015	2 425	215 533	
	NO PR	AU DISP	AGMTS		12	1	4	-	24	***	4	m	ì	85	18	37	18	16	20	24	10	7	11	4	299	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	m	5 560	27 783	1 860		~		~	_	62 145					12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	0	26	15	53	7	26	29	13	123	20	61	78	36	88	63	31	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC.MANUFACTURING	TOTAL	

TABLE 66 (CONT'D.)-TABLEAU 66 (SUITE)

			GROUPE	IND. MANUFACTURIERES			CAGUTCHOUC/PLA	INDUSTRIES DU CUIR		BONNE LEKIE		MEUBLES						FABRIC.D'			CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	5 TOTAL		
	OTHER	AUTRES DISPOSITIONS	WORKERS		3 430	1	1 240	210	098	0 1 0 1	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	620	1 475	1 350	006	200			3 695	260	1	1	1	21 815		
	10	DISPC	AGMTS		7	3	n	- (7	1	7 -	m	0	-	2	-	i	က	4		1	,	ì	33		
	TIME NOT STATED	DUREE NON PRECISEE	WORKERS		ı	2 655	1	300	ı	ı	1 1	1	200	1	1	1	1	5 395	1	ı	ı	820	į	9 700		
	TIME N	NON B	AGMTS		1	4	ł	-	ı	1		1	-	1	1	1	1	4	1	ı	ı	-	1	-		
REST PERIODS PAUSES	TWICE A DAY, OVER THIRTY MINUTES IN TOTAL	DEUX PAUSES PAR JOUR, -PLUS DE 30 MINUTES AU TOTAL	WORKERS		,	ì	1	ı	1	1	1 1	1	1	ı	1	200	t	1	1	ì	1	1	ı	200		
REST	TWICE OVER MINUTES	DEUX P/ JOUR, -F MINUTES	AGMTS		1	ı	1	ı	4	ı) (-	1	1	1	-	1	ŀ	1		1	1	1	-		
	TWICE A DAY, THIRTY MINUTES TOTAL	DEUX PAUSES PAR JOUR (30 MINUTES AU TOTAL)	WORKERS		27 642	1	370		3 070	1	2 315	745	2 815	1	570	4 805	240	5 450	1 570	1 630	1	1 155	800	55 857		
	TWICE	DEUX PA	AGMTS		57	ı	-	4	ဖ	1	т	0 0	1 00	1	-	7	-	7	4	4	1	4	-	± 7.) - -	
	TWICE A DAY, TWENTY MINUTES TOTAL	DEUX PAUSES PAR JOUR (20 MINUTES AU TOTAL)	WORKERS		26 290	2 430	6 875				15 530	0 0			8 590	11 385	13 470	57 199	14 920	7 135	205	4 970	3 140	243 884		
	TWICE	DEUX PAUSES JOUR (20 MII AU TOTA	AGMTS		36	വ	15	9	19	വ		- α	23	-	19	39	15	46	29	16	_	14	=	340		
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOUL INDUSTRIES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	INTAL	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	

TABLE 67-TABLEAU 67

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRICPROD.METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
- Ga	EMPLOYER PAYS PERCENT.OF COST- MAXIMUM STATED	EMPLOYEUR PAIE POURCENTAGE AVEC MAXIMUM SPECIFIE	WORKERS		!	t	1	1	ŧ	ı	1	1	ı	,	ı	1	1	1	12 410	1	1	ı	1	1	12 410	
E) Logiques	EMPLOY PERCENT MAXIMU	EMPLOYE POURCENT MAXIMUM	AGMTS		1	1	ı	1	1	ı	ı	1	1	ı	ı	ì	1	ı	- Span-	1	,	1	ı	,	- Special Control of the Control of	
TO TECHNOLOGICAL CHANGE) DES CHANGEMENTS TECHNOLOGIQUES	EMPLOYER PAYS A PERCENTAGE OF COST	L'EMPLOYEUR PAIE UN POURCENTAGE DES FRAIS	WORKERS		1	ı	1	ı	1	ŀ	1	ı	1	1	1	t	t	ı	t	1	1	1	ı	ı	1	
CHNOLOG	EMPL(A PEI OI		AGMTS		ı	1	1	ı	ı	ı	ı	ı	l	ı	1	,	ı	ı	i	ı	1	ł	1	1	ı	,
TO T DES	EMPLOYER PAYS ALL COST	L'EMPLOYEUR PAIE TOUS LES FRAIS	WORKERS		ı	1	1	ı	ı	1	1	1	1	ı	2 665	1				5 070	ı	1	420	1	18 155	
(NOT RELATED (NON LIES A	EMPLO' ALI	L'EMPLO TOUS	AGMTS		ı	ŧ	ł	1	1	ı	1	1	1	ı	4	ı	-	-	-	4	1	ì	-	ı	12	
MOVING EXPENSES (NOT RELATED FRAIS DE DEMENAGEMENT (NON LIES A	PROVISION	AUCUNE DISPOSITION	WORKERS TRAV		62 817	5 085	13 300		27 783	1 860	36 565											2 580	12 860	6 565	499 864	
MOVING E	NO PR	AU	AGMTS		114	0	26	15	53	7	26	29	5	123	16	29	73	34	19	57	30	00	30	17	806	
FRAIS	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS TRAV		62 817	5 085		5 560	27 783	1 860	36 565		ო	67 125	0	N	7			45 600		2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	6	26	15	53	7	26	29	13	123	20	61	78	36	80	63	9	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 67 (CONT'D.)-TABLEAU 67 (SUITE)

		GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	CADITICHOUS ASTIGIE	TANDISTRIES DI CITE	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	DADTED/IND CONNEXES	IMPDIM /FDIT /CONN	PREM TRANSFORM METAUX	FABRIC - PROD METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
HANGE)					_																		
MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGE) FRAIS DE DEMENAGEMENT (NON LIES A DES CHANGEMENTS TECHNOLOGIQUES)										-						_							
SES (NOT RELATED SENT (NON LIES A I	·	WORKERS TRAV		1	1	1	1 1	1	1	-	1	1	000	020	000		-	1	1	1	1	2 380	
OVING EXPENS DE DEMENAGEN	OTHER AUTRES DISPOSITIONS	AGMTS WORK		1	,	1	1 1	ı	1	1	1	4	'	- •	-	. 1	,	,)	1	1	2	
FRAIS	FLAT AMOUNT MONTANT FIXE	WORKERS		1	1	ì	1 1	ı	t	1	1		(240	2.00	70 07			1	1	1	54 255	
	FLAT	AGMTS		ı	(1	1 1	1	1	,	1	ı	1	- (יי מי	- 0	00	1 -	1	1	1	27	
		GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	MEIAL FABRICATING	TAANSBORTATION FOLID	ELECTOTON DECOLL	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 68-TABLEAU 68

					_		_				_	-	_	-		_	_	_	_		_	-				
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS		CADUTCHDUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD MINIERS NON-MET	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES		10191
	CASH	ALLOCATION EN ESPECES	WORKERS		1 200		285	300	1	1	1	ı	210	1	1	1	1	2 515	1 365	ı	1	325	1	,	0	
	ALLO	ALLO	AGMTS		Ŋ	1	-	****	1	1	1	ı	-	,	1	1	,	2	2	ı	1	-	1	1	C	2
	PROVIDED AT SOME COST TO EMPLOYEE	FOURNIS MOYENNANT CERTAINS FRAIS	WORKERS		4 650	1	1	,	ı	1	ı	28 000	220	360	1 350	385	330	1	1	650	465	1	290	1	000	
FORMS	PROVID	FOU MOYE CERTAI	AGMTS		13	1	,	1	1	1	1	-	-	_	-	+	7-	ı	1	2	2	ı	-	1		N T
CLOTHING AND/OR UNIFORMS VETEMENT ET(OU) UNIFORMES	PROVIDED AT NO	FOURNIS GRATUITEMENT	WORKERS		51 002	1	2 605	ı	210	1	255	11 215	260	7 850	1 565	8 455	6 390	9 110	21 965	4 695	5 760	1 065	4 785	205	127 602	
THING /	PROVID COST TO	FC	AGMTS		78	ì	7	1	-	1	-	17	2	17	4	00	21	0	16	7	10	m	00	_	2.40	N
CLC	NO PROVISION	AUCUNE DISPOSITION	WORKERS		5 965	5 085			27 573	1 860	36 310	9 730		58 915	7 060	53 305		10 120	88 464	40 255	069 9	1 190	8 205	098 9	406 472	
	NO PR	DISF	AGMTS		18	6	18	14	52	7	25	++	6	105	15	52	26	25	70	54	19	4	22	16	80.1	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560	27 783	1 860	36 565	48 945	3 950	67 125	9 975	7	27 475	_	111 794	45 600	12 915	2 580	13 280	6 565	587 ORA	
	ALL AG	TOUT	AGMTS		114	0	26	15	53	7	26	29	13	123	20	6 1	78	36	88	63	31	∞	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 69-TABLEAU 69

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUICHOUC/PLASIIQUE	TEXTILE	RONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. IRANS.	PRODUITS ELECTRIQUES	PROD MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	PROVIDED BY EMPLOYEE	FOURNIS PAR L'EMPLOYE	WORKERS TRAV		390	1	1 1	, ,	1	1	260	1	1	ı	1	1	1	1 350	1		ı	670	1	2 670	
	PRO BY EI	FOUR L'E	AGMTS		-	1	1	1 1	-	1	-	1	1	1	1	1	ı	7	+	1	1	2	1	9	
	PROVIDED AT SOME COST TO EMPLOYEE	FOURNIS MOYENNANT CERTAINS FRAIS	WORKERS		7 380	1	1	1 1		1 265	7 000	200	7 415	1	5 175	655	200	2 185	1 060	215	1	1	t	33 050	
₩.	_	FOU MOYE CERTAI	AGMTS		4	1	ı			-	-		ស)			2				1	ı)	27	
SUPPLY OF TOOLS FOURNITURE D'OUTILS	PROVIDED AT NO COST TO EMPLOYEE	FOURNIS	WORKERS TRAV		8 407	ı		230	000	008	3 880	955	825	840	230	1 730	210	250	980	200	550	ı	1	20 737	
SUPPLY	PROVIE COST TO	FC	AGMTS		13	1	,		-	,	- 2	2	8	-	-	9	-	-	-	-	-	1	i	36	
	NO PROVISION	AUCUNE DISPOSITION	WORKERS		21 170				77 808	34 500				7 785	36 585	20 025	18 680		30 700	4 765	2 030	10 655	4 255	339 363	
	NO NA	DISF	AGMTS		46	6	24	12	45	70		00	87	18	40	57	30	57	50	13	7	23	13	581	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085		5 560	27 783	1 860 26 565				9 975		7	21 745	111 794	45 600		2 580		6 565	587 064	
	ALL AG	TOUT	AGMTS		114	σ	26	15	22	7	000	13	123	20	61	78	36	88	63	31	00	3	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	MOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	FIFCTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROI FUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 69 (CONT'D.)-TABLEAU 69 (SUITE)

					SUPPL	SUPPLY OF TOOLS FOURNITURE D'OUTILS	\$ 11 m	
	ALL	CASH	EMPLOYE - REPL BY EM	EMPLOYEES SUPPLY - REPLACEMENT BY EMPLOYER	LO	OTHER		
	ALLO EN E	ALLOCATION EN ESPECES	FOURNIS PLOYES; PAR E	FOURNIS PAR EM- PLOYES; REMPLACES PAR EMPLOYEUR	DISP	AUTRES DISPOSITIONS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	. AGMTS CONV	WORKERS	GROUPE	
MANUFACTURING							IND.MANUFACTURIERES	RES
FOOD AND BEVERAGE	29	15 650	18	6 515	m	3 305	SI ALIMENTS ET BOISSONS	SNOSS
TOBACCO PRODUCTS	1	ı	ı	ı	ı	1	TABAC (PRODUITS)	
RUBBER AND PLASTICS	-	285	-	200	t	ı	CAOUTCHOUC/PLASTIQUE	.IQUE
LEATHER INDUSTRIES	2 11	000	1	1 7	ı	ı	INDUSTRIES DU CUIR	IIR
KNITTING MILLS	n t	0 1	7 -	- 123	1 1)	PONNETEDIE	
CLOTHING INDUSTRIES	1	1		ı	1	1	IND. DU VETEMENT	
WOOD INDUSTRIES	-	200	12	33 585	-	225		IS
FURNITURE AND FIXTURE	ı	t	2		ı	1	MEUBLES	
PAPER AND ALLIED	តិ .	5 465	0	3 715	4	2 650		XES
PRINT/PUBLISH/ALLIED		1 350	,	1	ı	1		Z.
METAL FARRICATING	- o	4 0 cc	7 <	004 77 77 77	4	14 120		ETAUX
MACHINERY INDUSTRIES	· -	425	*	08.80	*	1 100	MACHINEDIE	AUX
TRANSPORTATION EQUIP.	15	43 535	9	14 474	· (n)	2 195		RANS
ELECTRICAL PRODUCTS	6	12 160	1	ŧ	T	700		OUES
NONMETAL MINERAL PROD	13	6 735	2	750	-	250		-MET.
PETROLEUM & COAL PROD	1	,	1	ı	1	1	CHARBON/PROD. PETROL	ROL.
CHEMICAL & CHEM. PROD	m	920	2	745	-	290		UE
MISC.MANUFACTURING	2	1 905	- April	205	-	200		ES
TOTAL	116	100 815	62	65 394	20	25 035	TOTAL	

TABLE 70-TABLEAU 70

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSIRIES DU CUIR	PONNETEDIE	TAIN OH VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAI		
	PROVIDE & MAIN- TAIN AT NO COST TO EMPLOYEE	FOURNI ET ENTRETENU PAR L'EMPLOYEUR	WORKERS		1 505	ı	1	1	1		4 710	200	ı	445	1 425	1 800	250	4 550	4 10	415	1	310	205	16 225		
	PROVIDE TAIN AT TO EMF	FOU ENTRE L'EM	AGMTS		m	1	1	1	1)	4	-	,	2	7	7	-	m	-	_	ı	-	-	27	V	
	PROVIDED AT SOME COST TO EMPLOYEE	FOURNIS MOYENNANT CERTAINS FRAIS	WORKERS		7 765		2 270	230	1 435	1	29 820	945	17 175	315	4 565				4 990	1 350	1	2 695	630	94 355		
ZITE		FOU MOYE CERTAI	AGMTS		18	2			n	1	9	m	31	-	80	26	9	Ξ	-	m	ı	00	m	777		
SAFETY EQUIPMENT EQUIPERATE	PROVIDED AT NO COST TO EMPLOYEE	FOURNIS	WORKERS		18 625	ı	4 435	1 055	7 260	1	2 720	840	11 780	2 085		7 640			4 370	2 945	1 825	3 035	550	168 390		
SAFETY	PROVID COST TO	GRATL	AGMTS		33	1	00	4	-	ı	7	2	24	m	21	20	თ	29	9	00	9	9	2	100	n n	
ักต	NO PROVISION	AUCUNE DISPOSITION	WORKERS		12 862			3 325			1 175	1 330		3 665	9 505			10 709	16 075	650	205	2 230	1 755	444 400		
:	NO PR	ALDISF	AGMTS		28	9	00	თ	78	7	24	. ro	32	6	11	6	9	20	20	-	_	9	5	c	733	
	ALL AGREEMENTS	CONVENTIONS	WORKERS		62 817	5 085		5 560	27 783		36 565 48 945			9 975	62 145	27 475	21 745	111 794	45 600		2 580				587 064	
	ALL AG	TOUTES	AGMTS		114	6	26	15	വ	7	26	5 5	123	20	61	78	36	88	63	31	00	3.1	17	2	x 24 20	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	FIRMITIES AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	FIFCTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLFUM & COAL PROD		MISC.MANUFACTURING		IDIAL	

TABLE 70 (CONT'D.)-TABLEAU 70 (SUITE)

SAFETY EQUIPMENT IPEMENT DE SECURITE			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT		PAPIER/IND. CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIOUS	IND. MANUF. DIVERSES	TOTAL	
SAFETY EQUI	OTHER	AUTRES DISPOSITIONS	WORKERS		1	-	1	1	750		1 300		1 140	1	1	1	830	1	1	1	ı	1		11 020	
	T0	AU DISPO	AGMTS		1	ı	ı	1	2	1		- 1	-	1	1	1	-	ı	1	ı	ŀ	1	1	9	
	PROVIDE & MAIN- TAIN AT SOME COST TO EMPLOYEE	FOURNI ET ENTRE- TENU-MOYENNANT PARTIE DES FRAIS	WORKERS		22 060	540	2 995		5 320	L	2 500	635	19 080		25 795	7 550	7 075	17 040	19 755	7 555	550	5 010	3 425	152 575	
	PROVIDE 8 TAIN AT 8 COST TO EMB	FOURNI ET E TENU-MOYEN PARTIE DES	AGMTS		32	-	7	-	o	1		- 2	35	נט	19	16	13	25	25	00	-	40	9	233	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	CONTINUE MILLS	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 71-TABLEAU 71

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE			BONNETEKIE IND DU VETEMENIT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	TUITION/ FINANCIAL ASSISTANCE	ASSISTANCE FINANCIERE	WORKERS TRAV		635	ì	ı	1	440	1 1	500		925	ı	5 235	1 755	1 100	2 875	290	1	ŧ	230	450	14 735	
IANGÉ) IGIQUES)	FINA	ASSI	AGMTS		2	1	1	1	-	1 1	-		2	1	8	4	-	5	-	1	ı	+	-	22	
TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE) FORMATION ET RECYCLAGE (NON LIES AUX CHANGEMENTS TECHNOLOGIQUES)	APPRENTICESHIP PROGRAM	PROGRAMME D'APPRENTISSAGE	WORKERS TRAV		2 530	ì	1 810	200	1 565	260			12 905			4 870		10 255		2 435	1	200	2 285	115 455	
TECHNO	APPREN	PRC D'APPR	AGMTS		9	ı	(n)	21	5	- 0	0 0	2	22	9	Ŋ	16	2	14	6	9	1	-	ស	127	
RELATED TO	ON-THE-JOB TRAINING	FORMATION SUR PLACE	WORKERS		18 875	3 675			11 783	575	3 700		17 980			3 405		9 545	14 040	1 305	1 600	4 610	1 095	123 308	
IG (NOT	ON-T	FOR	AGMTS		23	S	9	2	19	1 17	- 0	1	29	2	24	10	7	12	18	m	വ	10	m	190	
RECYCLAGE	NO PROVISION	AUCUNE DISPOSITION	WORKERS TRAV		33 412	470			11 455	1 025	3 0 0 0		10 945	4 220		8 525	5 450	19 780	19 435	009 9	775	6 840	2 495	158 347	
INING OF	NO PR	DISF	AGMTS		74	+	16	တ	25	4 0	n o	0	31	7		30	16	33	30	16	2	16	7	356	
FORMA	ALL AGREEMENTS	ES LES ENTIONS	WORKERS TRAV		62 817	5 085		5 560			48 945		67 125	9 975	62 145	27 475	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUTES	AGMTS		114	6	26	15	വ	7	200	13	123	20	61	78	36	88	63	31	80	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	WOOD INDISTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC.MANUFACTURING	TOTAL	

TABLE 71 (CONT'D.)-TABLEAU 71 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	OTHER	AUTRES DISPOSITIONS	WORKERS		F	ı	,	1	ı	ı	1	1	1	1	1	1	1	1	1	,	1	1	1	ı	1	
HANGE)	ГО	DISPO	AGMTS		1	1	1		ì	ı	ı	1	1	ı	1	j	ı	1	1	1	ı	1	ı	1	1	
TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE) FORMATION ET RECYCLAGE (NON LIES AUX CHANGEMENTS TECHNOLOGIQUES)	COMB: TRAINING, APPRENT. PROG. AND FIN. ASSIST.	COMB: APPRENTISS. FORM. SUR PLACE, AIDE FINANCIERE	WORKERS		680	235	1	1	1 800	1	1	825	1	8 355	430	16 255	2 600	1	39 045	ı	250	1	1	1	70 775	
O TECHNIC ANGEMEN	COMB: APPREN	COMB: AF FORM. S AIDE FI	AGMTS		2	4~	1	1	-	1	1	N	1	15	2	9	00	1	6	1	-	1	1	1	47	
RELATED T	COMBINATION: APPRENTICE PROG. AND FIN. ASSIST.	COMBINAISON: APPRENTISSAGE ET AIDE FINANCIERE	WORKERS		1 600	,	1	1	1	1	1	7 000	1	1 165	8 15	400	220	5 800	16 510	1	345	1	260	1	34 115	
VG (NOT	COMBI APPRENT AND FIN	COMBI APPRENT AIDE FI	AGMTS		m	ı	1	ı	ı	1	1	-	ı	4	2	-	-	2	0	1	-	ı	_	ŀ	19	
RETRAININ RECYCLAGE	COMBINATION: JOB TRAINING AND FIN. ASSISTANCE	COMBINAISON: FORM. SUR PLACE/ AIDE FINANCIERE	WORKERS		375	455	1	1	1	1	1	1	ı	3 015	1	380	ı	830	3 164	200	1	205	4	ı	8 924	
INING OR	COMBI JOB TRA FIN. AS	COMBI FORM. S AIDE FI	AGMTS		-	-	1	1	1	1	1	1	1	9	ı	-	1	+	ល	-	1	_	1	ı	17	
TRA) FORMA	COMBINATION: JOB TRAINING/ APPRENTICESHIP	COMBINAISON: FORM. SUR PLACE ET APPRENTISSAGE	WORKERS		4 710	250	345	440	740	ı	i	3 010	1	11 835	325	12 850		2 205		5 515	1 680	1	540	240	61 405	
	COMBI JOB T APPREN	COMBINAIS FORM. SUR F ET APPRENTI	AGMTS		က	-	-	2	2	ı	ı	ī	1	14	-	0	6	4	7	4	4	ı	2	-	70	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC.MANUFACTURING	TOTAL	

TABLE 72-TABLEAU 72

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	TABLISTRIES DIL CHIE	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. IRANSFORM. METAUX	FABRIC PROD. ME I AUX	MACHINERIE	FABRIC. U'EQUIP. IRANS.	PRUDUILS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	SAFETY PROGRAM AND SAFETY COMMITTEE	PROGRAMME ET COMITE DE SECURITE	WORKERS TRAV		22 527		2000	345	225	1 115	15 455								22 100			6 820	3 620	277 026	
	SAFETY Al	PROGR, COMI	AGMTS		40	m	12	4 10	-	n	15	D	65		49	2	00	46	28	17	9	15	6	407	
	SAFETY	COMITE DE SECURITE	WORKERS		16 440		3 790	3 255		1 900	30 535		11 875	2 465						4 120		3 245	200	126 720	
E E	SA	SEC	AGMTS		25	4	7	C.	1	2	9	Ŋ	20	7	4	00	4	16	14	0	(7	2	143	
INDUSTRIAL SAFETY SECURITE INDUSTRIELLE	SAFETY	PROGRAMME DE SECURITE	WORKERS		12 310	1		10 935		3 065	2 670	066	17 105						8 325	1 765	290	1 640	066	107 265	
INDUSTR	SA	PROGR	AGMTS		22	1	4 (ω <u>τ</u>	2	(m)	7	2	32	m	D.	- 1	12	17	14	ญ	-	5	2	171	
ŝ	NO PROVISION	AUCUNE DISPOSITION	WORKERS		11 540	1 710	950	1 330			285	210		3 335				3 910	3 140	1	225	1 575	1 455	76 053	
	NO PR	AU	AGMTS		27	2	m (w ō	2 4	-		-	9	TO.	m	80	2	0	7	1	-	4	4	127	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085		5 560	. +	36 565	48 945		67 125	9 975	7	7	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	0	26	+ 12 12 13	5 7	26	29	13	123	20	61	78	36	88	63	31	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	WITTING MILE	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC.MANUFACTURING	TOTAL	

TABLE 73-TABLEAU 73

MATERNITY LEAVE (SENIORITY) CONGE DE MATERNITE (ANCIENNETE)	SENIORITY SENIORITY IF RETAINED OR ACCUMULATED ACCUMULATED	NE ANCIENNETE ANCIENNETE SANS PRECISIONS ITION CONSERVEE ACCUMULEE SI MAINTENUE OU ACCUMULEE	ORKERS AGMTS WORKERS AGMTS WORKERS TRAV CONV TRAV CONV TRAV GROUPE	IND. MANUFACTURIERES	27 295 27 11 975 25 21 707 1 1 100 ALIMENTS ET BOISSONS	720	13 7 820	645 5 2 495 5 1 180 -	10 4 435	700 3	820 7 7 990 1 255 IND. DU VET	020 5 1 445 3 1 480	205 2 525 1 220	085 15 5 430 11 4 610	245 4 2 410 1 840 2 480	290 3 1 680 4 6 820	470 7 2 030 12 6 325	565 1 310 3 1 520	824 9 7 205 16 13 245 2 470	14 600 16 10 340 3 1		580	690 4 1 430 2 1 160	1 355	395 469 136 75 835 117 77 242 11 4 990 TOTAL	
MATERNITY LEAVE			S AGMTS CONV		295		070	645	940	700	820	020	205	085	245	290	470	565	824	645	860		069	320	469	
	EMENTS NO PROVISION	LES AUCUNE ITIONS DISPOSITION	WORKERS AGMTS WI		62 817 60	5 085 4		5 560	m		6 565		3 950	125	9 975	2 145	_	745	1 794	45 600 28		580	2	6 265 9	587 064 559	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	GROUPING CONV	MANUFACTURING	FOOD AND BEVERAGE 114		RUBBER AND PLASTICS 26		RIES		RIES		XTURE		/ALLIED		METAL FABRICATING 78		· ·	ELECIRICAL PRODUCTS 63		_	00	MISC. MANUFACTURING 17	848	

TABLE 73 (CONT'D.)-TABLEAU 73 (SUITE)

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	TEXTIFE OU COIR	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	PADIED/IND CONNEXES	IMPRIM /FDIT /CONN	PREM. TRANSFORM METALIX	FABRIC PROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	IND. MANUF, DIVERSES	TOTAL) t
ORITY) TENNETE)																							
MATERNITY LEAVE (SENIORITY) CONGE DE MATERNITE (ANCIENNETE								_	-														
MATE	OTHER	AUTRES DISPOSITIONS	AGMTS WORKERS CONV TRAV		740	066	1 240	2	350	2 -	- 1	,		2 1 355		350	1 '	1	1	1	1	17 27 868	
	ULATED FOR FIC PERIOD RETAINED	PUIS ENT VUE	WORKERS AGN TRAV CC		I L	340		200	1 1			,	1	,	- 029	1 1	3 565	450	'	1	1	5 660	
	ACCUMULAT SPECIFIC THEN RET	ACCUMULEE SEULEM MAINTE	AGMTS		1		ı	-) [,	ı	1	1	1	2		2	-	1	4	ı	ω	
			GROUPING	MANUFACTURING	TOBACCO PROPILETS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	METAL LABOTOSTIC	MACHINEDV INDUSTRIES	TRANSPORTATION FOUTP	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 74-TABLEAU 74

TABLE 74 (CONT'D.)-TABLEAU 74 (SUITE)

		CONGE	MATERNITY LEAVE (PAY) DE MATERNITE (REMUNERATION)	(PAY) EMUNERATION)	
	USE OF SICK LEAVE	LEAVE: WEEKLY INDEMNITY OR GROUP INSURANCE	OTHER		
	UTILISATION DU CONGE-MALADIE	UTILISATION DE L'INDEMNITE HEBD OU DE L'ASS-GRPE	AUTRES DISPOSITIONS		
GROUPING	AGMTS WORKERS CONV TRAV	AGMTS WORKERS CONV TRAV	AGMTS WORKERS CONV TRAV	agricado .	
MANUFACTURING				מאחמצה	
FOOD AND BEVERAGE	1	2 1 620	1	IND. MANUFACTURIERES	
RUBBER AND PLASTICS	1	'	1	ALIMENTS ET BOISSONS	
LEATHER INDUSTRIES	1	370	1	CAOUTCHOUC/PLASTIONE	
TEXTILE INDUSTRIES KNITTING MILLS	1 1		1 1	INDUSTRIES DU CUIR	
CLOTHING INDUSTRIES	1 1	1 I	1 1	BONNETERIE	
WOOD INDUSTRIES	1	1		-	
PAPER AND ALLIED	1 1	1 1	1	INDUSTRIES DU BOIS MEUBLES	
PRINT/PUBLISH/ALLIED	1	1 230	1 1	PAPIER/IND.CONNEXES	
PRIMARY METAL METAL FABRICATING	1 1		1	IMPRIM./EDIT./CONN.	
MACHINERY INDUSTRIES	1 1	1 200	1	FABRIC - PROD METAUX	
TRANSPORTATION EQUIP.		345		MACHINERIE	
NONMETAL MINISTER	,	1 670	ı		
PETROLEUM & COAL PROD	1 1	1	1	PRODUITS ELECTRIQUES	
CHEMICAL & CHEM. PROD			1	CHADRON DEDO DETECT.	
MISC. MANUFACTURING	- 1	1 1	1	INDUSTRIE CHIMIOUF	
INTOT			•	IND.MANUF.DIVERSES	
)	ř	8 4 385	1	TOTAL	_

TABLE 75-TABLEAU 75

		MATE	MATERNITY LEAVE: DUREE DU CONGE		SPECIFIED TIME BEFO DE MATERNITE AVANT	TIME BEFORE TE AVANT ET		AND AFTER DATE OF BIRTH APRES L'ACCOUCHEMENT	BIRTH			
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	LESS TH	LESS THAN 3 MOS.	ж е	3 MONTHS	Α Σ	4 MONTHS		
	TOUT	CONVENTIONS	AU	AUCUNE DISPOSITION	MOINS DE	E 3 MOIS	e	3 MOIS	4	4 MOIS		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND.MANUFACTURIERES	
FOOD AND BEVERAGE	114	62 817	56	25 710	1	1	7	450	00	3 390	ALIMENTS ET BOISSONS	
TOBACCO PRODUCTS	6	5 085		2 420	1	1	1	1	2	720	TABAC (PRODUITS)	_
RUBBER AND PLASTICS	26		80	3 870	1	1	-	240	+	370	CADUTCHOUC/PLASTIQUE	_
LEATHER INDUSTRIES	15				t	0	1	1 :	m c	670	INDUSTRIES DU CUIR	
LEXIILE INDUSIRIES	53	27 /83	25.	17 430	7 7	016.))	1 1	7	69/	BONNETERIE	
CLOTHING INDUSTRIES	26		-	6 220	1	000	-	200	9	23 550	IND. DU VETEMENT	_
WOOD INDUSTRIES	29		17	13 285	2	1 085	1	1	-	360	INDUSTRIES DU BOIS	
FURNITURE AND FIXTURE	+3				ı	í	1	1	,		MEUBLES	_
PAPER AND ALLIED	123		6		-	275	1	I	o c	4 470	TAPLER/IND.CONNEXES	
PRINI/PUBLISH/ALLIEU PRIMARY METAL	20	62 145	47	43 090	-	620		1	2 0	910	PREM. TRANSFORM. METAUX	
METAL FABRICATING	78		52	18 055	-	200	1	ı	TO.	1 525	FABRICPROD.METAUX	
MACHINERY INDUSTRIES	36	21 745		19 875	ŀ	1	1	ı	ı	ı	MACHINERIE	_
TRANSPORTATION EQUIP.	888				2	3 810	2	1 200	ო	2 490		_
ELECTRICAL PRODUCTS	63					1 150	ı	ı	വ		PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD			2		ı	,	1	1	-	700	PROD. MINIERS NON-MET.	_
PETROLEUM & COAL PROD					ı	1	1		ı	1	CHARBON/PROD. PETROL.	
CHEMICAL & CHEM.PROD	31		2	10 930	1)	ı	1	1	1	INDUSTRIE CHIMIQUE	_
MISC. MANUFACTURING	17	6 565	9	2 625	1	1	-	200	7	620	IND. MANUF. DIVERSES	
TOTAL	848	587 064	505	333 969	=	8 910	7	2 590	53	44 005	TOTAL	
												_

TABLE 75 (CONT'D.)-TABLEAU 75 (SUITE)

		MATE	MATERNITY LEAVE: DUREE DU CONGE		TFIED TI	SPECIFIED TIME BEFORE DE MATERNITE AVANT ET	AND AFTE	AND AFTER DATE OF BI APRES L'ACCOUCHEMENT	BIRTH		
	n Z	5 MONTHS	6 MONTH	MONTHS OR MORE		NOT SPECIFIED: EMPLOYEE TO DETERMINE	NOT SPE CANNO DETER	NOT SPECIFIED: CANNOT BE DETERMINED	1TO	ОТНЕВ	
	ហ	MOIS	6 MOIS	s ou PLUS	NON P EMPLOY DES	NON PRECISEE: EMPLOYEE DECIDE DES DATES	NON PRE NE PEL DETER	NON PRECISEE OU NE PEUT ETRE DETERMINEE	DISPO!	AUTRES DISPOSITIONS	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	σ	2 660		19 122	-	5 600	00	5 185	-	700	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS)		000		1		ı	1	-	1	TABAC (PRODUITS)
RUBBER AND PLASTICS	ı	ı		6 420	_	200	8	1 700	-	200	PLA
LEATHER INDUSTRIES	-	250			,	ı	2 .	460	+-	300	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	4	2 850	_	4 933	i	1	-	295		ı	LEXILE
KNITTING MILLS	,	000	4 4	7 495	1 1	1 1	,	200	1 1	1 (BONNETEKIE IND. DU VETEMENT
WOOD INDUSTRIES	ന	135)	- 1	F	ı	9	33 080	1	ì	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE		525	2	430	1	1	-	350	1	1	MEUBLES
PAPER AND ALLIED	00	3 060		4 130	+	200	-	225	-	310	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	-	200	5	က	1	1	+		-	300	IMPRIM./EDIT./CONN.
PRIMARY METAL	m	6 095		00	ı	1	2	2 635	ı	ı	PREM. TRANSFORM. METAUX
METAL FABRICATING	2	430	_	4 985	2	1 325	m	955	1	1	FABRIC PROD. METAUX
MACHINERY INDUSTRIES	ı	, r	4 (1 870	1	1 (1	7 V S	·	, 026	FARBIC D'EDHID TRANS
ELECTRICAL BROWLICTS	Ω ÷	7 745			1	1	- 0	0 300			PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	-	205			1	1	1	- 1	1	ı	PROD, MINIERS NON-MET.
PETROLEUM & COAL PROD	1	-	1	1	1	1	1	1	ł	1	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	m	1 400	8	950	ı	1	1	1	ı	1	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	-	260		2 125	-	205	-	230	,	ı	IND. MANUF. DIVERSES
TOTAL	57	36 045	164	96 605	9	7 530	39	54 950	9	2 460	TOTAL

TABLE 76-TABLEAU 76

AND/OR UNION PRIOR TO INTRODUCTION OF NEW METHODS OF PRODUCTION SYNDICAT AVANT L'INTRODUCTION DE NOUVELLES METHODES DE PRODUCTION	NTHS	015	WORKERS TRAV GROUPE	IND. MANUFACTURIERES	- ALIMENTS ET BOISSONS		- CAUDICHUUC/PLASIIQUE	2 220 TEXTILE DU CUIR		- IND. DU VETEMENT	28 460 INDUSTRIES DU BOIS		3 145 PAPIER/IND.CONNEXES	- IMPRIM./EDII./CONN.		- FABRIC FRUU. ME I AUA		800 FABRIC.D'EQUIP.IRANS.	- PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	- CHARBON/PROD.PETROL.	- INDUSTRIE CHIMIQUE	- IND.MANUF.DIVERSES	35 125 TOTAL	
OF NEW	TO 12 MONTHS	6 A 12 MOIS	AGMTS WOR					7			2 2		4					-						σ 0	
DE NO	ω		AGIO			_						_	10	10		-	'	10		_	10	-		-10	
ODUCTION	6 MONTHS	6 MOIS	WORKERS		5 655	ſ	t	0,00	0/0 8	3 000		ı	24 115	4 245	1 205	330	1	4 065	1 225	1 160	655	1 860	1	65 535	
PRIOR TO	3 10	3 A	AGMTS		16	1	í	ı	0 +		00	ı	34	00	m ·	+-)	ις.	2	m	2	2	ı	92	
OR UNION I	LESS THAN 3 MOS.	DE 3 MOIS	WORKERS		14 195	2 420	1 902	1 755	000 -	1 1	1	1	26 070	4 480	1 690	405	1	8 020	200	ı	325	850	ı	63 795	
	LESS TH	MOINS D	AGMTS		12	4	m	υ ·	4		1	1	51		m	-	ı	9	-	1	-	-	1	66	
ITH EMPLOY ES ET(OU)	NO PROVISION	AUCUNE DISPOSITION	WORKERS		35 245				1/313			3 950	6 460						30 760	8 450	1 600	10 270	4 725	302 542	
ATION WITH	NO PR	DISP	AGMTS		73	2	22	O (200	9 -	17	13	CV		35		33		45	22	S	27	14	536	
OR CONSULT	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	រ បា	27 783	76 565	48 945	3 950	67 125	9 975	62 145	27 475	-	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
CE AND/	ALL AG	TOUT	AGMTS		114	6	26	15	1 3	- 90	29	13	123	20	61	78	36	88	63	31	00	31	17	848	
ADVANCE NOTICE AND/OR CONSULTATION WITH EMPLOYEE PREAVIS ET(OU) CONSULTATION DES EMPLOYES ET(OU) DU			GROUPING	MANUFACTURING	FUOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC.MANUFACTURING	TOTAL	

TABLE 76 (CONT'D.)-TABLEAU 76 (SUITE)

AND/OR UNION PRIOR TO INTRODUCTION OF NEW METHODS OF PRODUCTION SYNDICAT AVANT L'INTRODUCTION DE NOUVELLES METHODES DE PRODUCTION			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)		INDUSTRIES DU CUIR	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	TANA TANA TANA TANA TANA TANA TANA TANA	TABALCPACOL MELAUX	MACHINEKIE TOAKS	TABOLITY ELECTRICITY ELECTRICAL	THE TOTAL CONTROL OF THE TOTAL	TACOL MINIERS NOW - MEL.	TOOK TANDONG TOOK TOOK TOOK TOOK TOOK TOOK TOOK TOO	INDUSTRIE	IND. MANUF. DIVERSES	TOTAL	
TH EMPLOYE S ET(OU) D	ER	AUTRES	WORKERS		7 722	1 960	200	3 530	- 1	10 900	200	1	6 330	1		4 065		32 203		3 302		300	1 840	118 362	
ATION WI	OTHER	AUT DISPOS	AGMTS		13	n	- ·	- LC)	4	4	1	12	1	20	2 0	თ (ם נ	0	٩	,	-	m	109	
OR CONSULT	12 MONTHS OR MORE	12 MOIS OU PLUS	WORKERS		1	i	1	1 1	ı	1	200	1	1 005	ı	1	200	ı	ŀ		,		ı	ı	1 705	
CE AND/C	12 h 0R	12 00	AGMTS		1	1	1	1 1	ı	1	-	ı	2	1	ı	-	ŀ	1	,	1	1	1	1	4	
ADVANCE NOTICE AND/OR CONSULTATION WITH EMPLOYEE PREAVIS ET(OU) CONSULTATION DES EMPLOYES ET(OU) DU			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	THANSPORTALION EQUIP.	ELECIKICAL PRODUCIS	NONMETAL MINERAL PROD	PEIKULEUM & CUAL PRUU	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 77-TABLEAU 77

	DING MPL- SE)	(COM AGE EUR)		IND. MANUFACTURIERES	6 290 ALIMENTS ET BOISSONS	- TABAC (PRODUITS)	TABLISTERS DI CITE	650 TEXTILE	- BONNETERIE	200	200	- MEUBLES	225 IMPDIM /FOLT /CONN	405	400	_		775 PRODUIIS ELECIKIQUES		INDUSTRIE CHIMIOUE	275 IND. MANUF. DIVERSES	L	0 0	
ANGE NOLOGIQUES	OTHER (INCLUDING RETRAIN.AT EMPL- OYER'S EXPENSE)	AUTRES DISP.(COM PREND RECYCLAGE FRAIS EMPLOYEUR)	AGMTS WORKERS CONV TRAV		8		1 1	-	1		2 28		0 +	- 4	57	2	***********		-		-		96	
TECHNOLOGICAL CHANGE CHANGEMENTS TECHNOLOGIQUES	ON-THE-JOB OT TRAINING FOR REANOTHER JOB OT	FORMATION POUR AL	WORKERS /		1 445	950	t	4 490	260	1	1		14 185	27 460		1 840	4 230	- 0 0 0 0 0 0 0	2 493	008	505		098 69	
OF TECH	ON-T TRAIN ANOT	FORMAT UN AUT	AGMTS CONV				ı	1	-	ı	i	1		4 CT				m L		+	. 0		9/	
TRAINING OR RETRAINING PROVIDED IN CASE OF TION OU RECYCLAGE OFFERTS A L'OCCASION DES	ON-THE-JOB TRAINING ON NEW EQUIPMENT	FORMATION A MEME LE NOUVEL EQUIPEMENT	WORKERS		4 015	2 420	285	6 290	210	14 150	765			7 735	1 405	7 110			3 222	430	- - - - - - - - - - - - - - - - - - -		118 200	
PROVIDE	ON-T TRAI NEW E	FORMATI LE N EQUI	AGMTS		00	4	- (7 6	-	4	2	- 1	37	12	4	4	19	12			10		38	
ETRAINING	NO PROVISION	AUCUNE DISPOSITION	WORKERS		51 067			16 353		22 215				2 /80						71 650	4 070		346 889	
NG OR R	NO PR	DISP	AGMTS		96	4	25	3.3	. 2	21	25	12	U 7	, œ		28	58	47	ם ו	- 00	107	7	296	
TRAINING OR RETRAINING PROVIDED IN CASE OF FORMATION OU RECYCLAGE OFFERTS A L'OCCASION DES	ALL AGREEMENTS	ES LES ENTIONS	WORKERS		62 817	5 085		5 560	. +	36 565	∞	m		9 975	1 1	21 745	-			2 580	2 200		587 064	
<u>#</u>	ALL AGE	TOUTES L	AGMTS		114	o	26	7 2 2		26	29	13	123	20	70	98	80	63	. 31	00 7	- 1	-	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITING MIL A	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	METAL FARDICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	MISO MANNIE ACTIDINO	MISC. MANOTACIONING	TOTAL	

TABLE 78-TABLEAU 78

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC, -PROD, METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL		
	COMBINATION: STUDY PROBLEMS/ DMIN. FUNCTIONS	ETUDIE PROBLEMES ADMINISTRE FONDS ET PROGRAMMES	WORKERS		1	235	1	ł	ì	1	1	1	1	ı	1	265	1	1	1 465	1	1	ı	850	1	2 8 15		
- 6	COMBI STUDY ADMIN.	ETUDIE ADMINIS ET PRO	AGMTS		ŧ	-	1	1	1		ı	1	ı	1	1	-	1	1	2	ı	1	1	~	1	נט		
LABOUR-MANAGEMENT COMMITTEE (TECHNOLOGICAL CHANGE)	COMMITTEE ADMINISTERS FUNDS/PROGRAMS	LE COMITE ADMI- NISTRE LES FONDS ET PROGRAMMES	WORKERS		530	1	1	1)	1	255	,	1	200	2 200	1	1	ı	1	1	,	,	1	i	3 485		
ANOLOGIC VTS TECH	CON ADMJ FUNDS/	LE COMI NISTRE ET PRO	AGMTS		2	1	1	ı	1	ŀ	-	1	1	-	-	1	ı	1	ı	1	1	ı	1	-	r.		
CHANGEMEN	COMMITTEE STUDIES PROBLEMS	LE COMITE ETUDIE LES PROBLEMES	WORKERS		10 072	2 185	1	t	1	ı	13 800	28 000	1	44 895	2 400		3 035	1	7 320	2 530	260	430	500	1	136 002		
VT COMMI	STUDIES	LE COMI	AGMTS		9	က	1	ı	1	1	m	-	1	68	5	80	4	1	80	4	_	-	-	1	113		
-MANAGEME!	NO PROVISION	AUCUNE DISPOSITION	WORKERS		52 215	2 665	13 300	5 560	27 783		22 510	20 945			5 375	41 605	24 440	21 745	103 009	43 070	12 355	2 150	11 930	6 565	444 762		
LABOUR	NO PR	DISP	AGMTS		106	TO.	26	15	53	7	22	28	13	54	14	52	74	36	78	59	30	7	29	17	725		
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560	27 783	1 860	36 565		3 950	67 125	9 975	~	27 475	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064		
	ALL AG	TOUT	AGMTS		114	6	26	15	53	_	26	29	13	123	20	61	78	36	88	63	3.1	80	34	17	848	_	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL		

TABLE 79-TABLEAU 79

								_		_	_	_	-	_	_	_	_	_	_	_	_	-	_	_		
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	IEXIILE	BONNETERIE	IND. DU VELEMENI	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PKEM. IKANSFUKM. MEJAUA	FABRICPRUD. ME I AUX	MACHINEKIE	FABRIC. D'EQUIP. IRANS.	PRODUILS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
	DISTRIBUTION OF WORK	REPARTITION DU TRAVAIL	WORKERS		1	1	1	1	1	ŀ	t	1	1	ł	t	1	1	ı	1	930	ı	ı	1	1	930	
QUES)	DISTR	REPA DU T	AGMTS		,	1	1	ı	1	ı	ì	1	t	ı	1	ı	1	1	1	-	1	ı	1	ı	+	
AND EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE) DE SALAIRE ET D'EMPLOI (CHANGEMENTS TECHNOLOGIQUES)	ATTRITION	REDUCTION NATURELLE DES EFFECTIFS	WORKERS		1	1	1	L	455	ı	1	ı	1	450	1	1	1	1	1	086	1	1	1	ı	1 885	
NOLOGIC SEMENTS	ATT	RED NATUR EFF	AGMTS		ę)	1	1	-	ı	ı	ı	ı	2	1	1	ı	ı	ı		ı	ŧ	ı	ı	4	
AND EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE) DE SALAIRE ET D'EMPLOI (CHANGEMENTS TECHNOLOG)	WAGE AND/OR EMPLOYMENT GUARANTEE	GARANTIE DE SALAIRE ET(OU) D'EMPLOI	WORKERS		17 530	950	285	1 290	1 355			43 425	ı	53 680			4 505	240	1 700	630	2 395	1	850	205	182 195	-
NT SECU	WAGE EMPL GUAR	GAR DE S ET(OU)	AGMTS		21	-	-	4	m	2	00	=	1	80	4	22	0,	-	_	+	រប	1	- April	-	00 10	
D EMPLOYME SALAIRE E	NO PROVISION	AUCUNE DISPOSITION	WORKERS		45 082	2 625						5 520		10 545						43 060	10 520	2 580	12 430	6 360	396 109	
	NO PR	AU	AGMTS		92	9	25	=	49	5	100	18	<u>t</u>	31	14	38	68	35	87	09	26	00	30	16	650	
WAGE	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085		5 560	27 783	1 860	36 565	48 945		67 125	9 975	62 145	27 475	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	0	26	15	53	7	26	29	13	123	20	61	78	36	80	63	31	80	34	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 79 (CONT'D.)-TABLEAU 79 (SUITE)

COMB: GL	GARANTIES COMB: GUARANTEE		DE SALAIRE	DE SALAIRE ET D'EMPLOI (CHANGEMENTS TECHNOLOGIQUES)	CHANGEMENTS TECHNOLOG	CHNOLOGIQUES	
OR WORK DIS COMB: GAR REDUCTION PREPART DU	OR WORK DISTRIB. COMB: GARANTIE, REDUCTION NAT.OU REPART.DU TRAV.	AU.	OTHER AUTRES DISPOSITIONS				
AGMTS	WORKERS	AGMTS	WORKERS				GROUPE
							IND. MANUFACTURIERES
1	1 4		205				ALIMENTS ET BOISSONS
-	1	- 1					CADUTCHOUC/PLASTIQUE
1	ı	ı					INDUSTRIES DU CUIR
1 1	1 1	i j	t i	-			TEXTILE
1	1	,	ı				IND. DU VETEMENT
1	ŀ	ŀ	ı				INDUSTRIES DU BOIS
FURNITURE AND FIXTURE -	1 (1	ı				MEUBLES CONTROL
0 0	2 450	1 1	1 1				TAPLER/IND.CONNEXES
1		-	200				PREM. TRANSFORM, METAUX
1	1	ı	ı				FABRIC PROD. METAUX
MACHINERY INDUSTRIES -	,	1	1				 MACHINERIE
TRANSPORTATION EQUIP	1	1	ı		_		 FABRIC. D'EQUIP. TRANS
1	ı	1	1				PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD -	1	1	1	-		_	PROD. MINIERS NON-MET.
PETROLEUM & COAL PROD -	1	1	1			_	CHARBON/PROD. PETROL.
1	1	1	1	_			 INDUSTRIE CHIMIQUE
ı	1	1	ı				IND. MANUF. DIVERSES
Ω Ω	4 485	т	1 460				TOTAL

TABLE 80-TABLEAU 80

		RES	WORKERS TRAV GROUPE	IND. MANUFACTURIERES	- ALIMENTS ET BOISSONS	- TABAC (PRODUITS)	- CAUUICHOUC/PLASIIQUE	INDUSTRIES DU COIR	BONNETEDIE	- IND DU VETEMENT	- INDUSTRIES DU BOIS		345		595 PREM. IRANSFURM. METAUX	- FABRIC, -FROD, MELAUX			980 PRUDUIIS ELECIKIQUES	- PROD.MINIERS NON-MEI.	- CHAKBON/PROD. PEIROL.	- INDUSTRIE CHIMIQUE	- IND. MANUF. DIVERSES	7 050 TOTAL	
	OTHER	AUTRES	AGMTS		1	1	ŧ	1 1)	-	00	1	-	ı	ı	1		,	1	ı	1	-	
NGE) OGIQUES)	6 MONTHS	6 MOIS	WORKERS TRAV		1 400	1	1	0 0	2 00 0	7007	220	1	25 185	840	1	,	L	000	ı	ı	ı	ı	ŀ	31 140	
CAL CHA TECHNOL	3 TO	3 A	AGMTS CONV		Ŋ	1	1	1	7 7	- ,	-	1	31	-	ı	1	,	_	ı	ı	1	1	1	44	
LAYDFF (TECHNOLOGICAL CHANGE) PIED (CHANGEMENTS TECHNOLOGIQUES)	IAN 3 MOS.	E 3 MOIS	WORKERS TRAV		1 920	1	200	I I	455	n C	1	1	16 965	700	1	ı	ı	1	290	ı	t	1	1	21 085	
AYOFF (LESS THAN	MOINS DE	AGMTS		9	1		1)	- 1	1	36		ı	1		,	_	1	ı	1	1	48	
NOTICE OF I	NO PROVISION	AUCUNE DISPOSITION	WORKERS		59 497				24 443	76 240		3 320	20 130						44 330				6 565	527 789	
AVIS D	NO PR	DISP	AGMTS		103	О	25	री ।	48	ט ע	283	12	48	17	09	78	36			m		31	17	745	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817		13 300			1 860	48 945				62 145					12 915		13 280	6 565	587 064	
	ALL AGI	TOUT	AGMTS		114	0	26	ਹ	വ	- 0	29	13	123	20	61	78	36	88	63	31	00	34	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 81-TABLEAU 81

					MOON	MOONLIGHTING DOUBLE EMPLOI					
	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	PERMIT	PERMITTED WITH RESTRICTIONS	PROH	PROHIBITED	ITO	OTHER	
	TOUT	TOUTES LES CONVENTIONS	AU	AUCUNE DISPOSITION	PERMIS RESTR	PERMIS MAIS AVEC RESTRICTIONS	INI	INTERDIT	DISPO	AUTRES DISPOSITIONS	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND. MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	80	49 292	IJ	3 030	15	8 125	D	2 370	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	6	_	6		1	1	1		1	1	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	22	10 110	-	800	2	1 890	-	200	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	5 560	υ I	4 125		500		840	,	000	INDUSTRIES DU CUIR
KNITTING MILLS	200	-	4 ن ر			0.50	- ,	06/	0	085 2	RONNETEDIE
CLOTHING INDUSTRIES	26		18	16 500	4	6 065	4	14 000	,	1	IND. DU VETEMENT
WOOD INDUSTRIES	29		28		1	1	1	ı	-	735	INDUSTRIES DU BOIS
FURNITURE AND FIXTURE	13		10		-	360	-	630	***	210	MEUBLES
PAPER AND ALLIED	123	67 125	113				4	3 080	2	405	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20		9 1				1	1	;		IMPRIM. / EDIT. / CONN.
PRIMARY METAL	19	07 475	45	52 315	- 1	5 885	m r	2 135	D C	1 810	FABRIC - BROD METAUX
MACHINERY INDICTERS	0 0	21 4/3	000				0 0	040	2 4	4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	MACHINEDIE
TRANSPORTATION EQUIP.	0 00		56		_		9	4 840	0	3 330	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63	45 600	55	40 500	4	3 750	4	1 350	1	1	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	22	9 015	4	2 660	2	465	8	775	PROD.MINIERS NON-MET.
PETROLEUM & COAL PROD	00	2 580	7	2 375	1	ł	ı	1	-	205	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280	24	10 975	2	520	-	200	4	1 285	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	13	4 850	-	800	-	450	2	465	IND. MANUF. DIVERSES
TOTAL	848	587 064	684	476 184	99	51 965	20	41 625	48	17 290	TOTAL

TABLE 82-TABLEAU 82

					_		_	_				_				_						_			
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNE LEKIE	IND. DU VELEMENI	METRI FC	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
	PROHIBITED IF LEADS TO LAYOFF	INTERDIT SI ELLE ENTRAINE DES MISES A PIED	WORKERS TRAV		14 330				2 080	1	12 555		25 065		17 615				7 370	4 140	202		2 210	144 785	
	PROHI	INTERDI ENTRA MISES	AGMTS		23	4	D.	<u>ლ</u>	2	1	4 (0 +	40	CJ (C)	~	5	0	15	00	10	2	2	4	171	
	PROHIBITED	INTERDIT	WORKERS		1 490	ı	1	ı	ı	1	1 300		2 665	770	1	405	650	1	1	1	1	1	ı	7 280	
-	PROH	INI	AGMTS		4	1	ı	1	t	1	-	1		- 2	ı	_	_	ı	ſ	1	ı	1	,	16	
CONTRACTING OUT	PERMITTED	PERMIS	WORKERS		14 395	235	2 505	300	7 520	260	1 140	29 143	14 210		30 305		8 10	49 365	6 065	2 010	325	3 100	066	169 675	
CONTRAT	PER	P	AGMTS		+	-	4	-	10	-	4 1	Ω	, ,	2 60	14	6	2	21	9	m	-	4	m	130	
S.	NO PROVISION	AUCUNE DISPOSITION	WORKERS		31 852	3 015			18 183				3 425				17 335	28 834	32 165	6 515	1 750	7 960	3 365	236 744	
	NO PR	DISP	AGMTS		73	4	17	-	41	9	0	9 :	11	- 00	28	52	30	47	49	17	IJ	21	10	502	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	10	27 783	-	6	48 945	3 950	- 0	62 145	27 475	21 745	-	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	6	26	15	53	7	26	29	+ + +	200	2 6	78	36	88	63	31	80	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	DDINT/DIB/ISH/AIITED	PRIMARY METAI	METAL FARRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 82 (CONT'D.)-TABLEAU 82 (SUITE)

		GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM, TRANSFORM, METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES		TOTAL	
OTHER	AUTRE	AGMTS WORKERS CONV TRAV		,	1	ŧ	1	1	1		1	1	1	7	-	1	1	i	1	t I	1		r		,	
COMB: PROHIB.IF NON-UNION EMP OR LEADS TO LAYOFF	INTERDIT SI EMPL NON-SYNDIQUES OU ENTR.MISE A PIED	AGMTS WORKERS CONV TRAV		1 750	1	t	1	1		9					300	1	1	1	1	1	1	1 320	1		9 8 770	
DHIBITED TO NON-UNION EMPLOYERS	RDIT:EMPLOY- DE SALARIES N SYNDIQUES	TS WORKERS		1	1	,	1	1	_	-			-		,		,	T.	1	1 250	1	1	1		19 810	
PRG	INTER EUR D NON	d	CTURING	AND BEVERAGE	co PRODUCTS -	R AND PLASTICS -	ER INDUSTRIES -	RIES		ING INDUSTRIES	INDUSTRIES	TURE AND FIXTURE	AND ALLIED	/PUBLISH/ALLIED	SY METAL -	FABRICATING	VERY INDUSTRIES -	PORTATION EQUIP.	RICAL PRODUCTS -	FAL MINERAL PROD	- EUM & COAL PROD -	CAL & CHEM. PROD -	AANUFACTURING -			
	COMB: PROHIB.IF NON-UNION EMP OR LEADS TO LAYOFF	TO COMB: PROHIB.IF NON-UNION EMP OR LOY- INTERDIT SI EMPL IES NON-SYNDIQUES OU UES ENTR. MISE A PIED	COMB: PROHIB.IF NON-UNION EMP OR LEADS TO LAYOFF INTERDIT SI EMPL NON-SYNDIQUES OU ENTR.MISE A PIED AGMTS WORKERS CONV TRAV	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMPLOYERS LEADS TO LAYOFF INTERDIT: EMPLOY- EUR DE SALARIES NON-SYNDIQUES OU NON-SYNDIQUES OU NON-SYNDIQUES AGMTS WORKERS CONV TRAV CONV TRAV CONV TRAV CONV TRAV	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMPLOYERS LEADS TO LAYOFF OTHER INTERDIT: EMPLOY- INTERDIT SI EMPL EUR DE SALARIES NON-SYNDIQUES OU NON-SYNDIQUES OUNV TRAV CONV TRAV CONV TRAV TRAV TRAV TRAV TRAV TRAV TRAV TRAV	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMPLOYERS LEADS TO LAYOFF OTHER INTERDIT:EMPLOY- INTERDIT SI EMPL EUR DE SALARIES NON-SYNDIQUES OU NON SYNDIQUES ON TRAV CONV TRAV CO	PROHIBITED TO COMB: PROHIB.IF NON-UNION NON-UNION EMP OR EMPLOYERS LEADS TO LAYOFF INTERDIT: EMPLOY- EUR DE SALARIES NON-SYNDIQUES OU NON SYNDIQUES CONV TRAV CONV T	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMP OR EMPLOYERS LEADS TO LAYOFF INTERDIT: EMPLOY- EUR DE SALARIES NON-SYNDIQUES OU NON SYNDIQUES OU NON SYNDIQUES CONV TRAV C	PROHIBITED TO	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMP OR EMPLOYERS LEADS TO LAYOFF INTERDIT: EMPLOYERS LEADS TO LAYOFF AGMTS WORKERS CONV TRAV CONV TRAV CONV TRAV CONV TRAV CONV TRAV LASTICS LASTICS LEADS TO LAYOFF AGMTS WORKERS CONV TRAV CONV TR	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMP OR EMPLOYERS LEADS TO LAYOFF OTHER	PROHIBITED TO COMB: PROHIB.IF DITHER	PROHIBITED TO	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMP OR EMPLOYERS LEADS TO LAYOFF AUTRE	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMP OR EMPLOYERS LEADS TO LAYOFF OTHER	PROHIBITED TO	PROHIBITED TO	PROHIBITED TO COMB: PROHIB.IF DITHER	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMP OR EUR DE SALARIES LAST OL LAYOFF AUTRE AUTRE	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMP OR EUR BLOYERS NON-UNION EMP OR CONHECKED CO	The prohibition Prohibitio	PROHIBITED TO COMB: PROHIB.IF NON-UNION EMP OR EMPLOYERS LANGER LAN	PROHIBITED TO COMB: PROHIB.IF	PROHIBITED TO COMB: PROHIB: IF NON-UNION EMP OR EMPLOYERS NON-UNION EMP OR END OR EMPLOYERS NON-UNION EMP OR END OR EMPLOY INTERDIT SI EMPL AUTRE	PROHIBITED TO COMB: PROHIB: IF NON-UNION EMP OR EMPLOYERS NON-UNION EMP OR EMPLOYERS NON-UNION EMP OR	PROHIBITED 10 COMB: PROHIB.IF NOTHER

TABLE 83-TABLEAU 83

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)		INDUSTRIES DU CUIR	I EXII LE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	REOPENER OF BOTH WAGES AND ORK. CONDITIONS	CLAUSE DE REVIS. DES CONDITIONS ET DES SALAIRES	WORKERS		1	ı	1	(210	ì	1	1	1	1 145	006	1	1	1	800	630	1	f	1	1	3 685	
	REOPENER BOTH WAGES WORK, CONDI	CLAUSE DES CO ET DES	AGMTS		1	1		1	-	1	ı	1	ı	2	2	1	1	1	-	2	ı	1	1	1	00	
	WORKING CONDITIONS REOPENER	CLAUSE DE REVISION DES COND. DE TRAV.	WORKERS		ı	ı	ı	ı	t	1	1	1	1	1		215	ı	2 300	1	1	ı	1	ı	1	5 515	
JRE	CONC	CLAU REVIS COND.	AGMTS		1	ı	ſ	,	ı	ı	ı	1	1	1	ı	+	1	+	1	ı	1	ı	ı	1	2	
REOPENER CLAUSE USE DE REOUVERTURE	WAGE REOPENER	CLAUSE DE REEXAMEN DES SALAIRES	WORKERS TRAV		3 100	1 300	ı	840	455	ı	1 160	455	210	0 6 630	245	5 255	ì	1 910	ı	1	1	1	525	ı	22 085	
REOPEN CLAUSE DE	WAGE	CLA REEXA SAL	AGMTS		വ	2	1	-	7-	ı	2	2	-	0	+	m	ı	2	ı	1)	ı	-	1	30	
บี	NO PROVISION	AUCUNE DISPOSITION	WORKERS		59 717	3 785	13 300		27 118		35 405		3 740	59 350	8 830		27 475	14 535	110 994	44 970	12 915	2 580	12 755	6 565	555 779	
.:	NO PR	AU	AGMTS		109	7	26	14	51	7	24	27	12	112	17	57	78	33	87	61	31	80	30	17	808	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	Ю	27 783	1 860	36 565	00	3 950	67 125	9 975	62 145	7	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
*.	ALL AG	TOUT	AGMTS		114	0	26	ਹੁੰ	53	7	26	29	13	123	20	61	78	36	88	63	31	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 84-TABLEAU 84

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC - PROD . METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	RETRAINING	RECYCLAGE	WORKERS		1	1	ı	1	1	ı	1	ì	1	(1		1 400	1	,	1	i	1)	1	1 400	
	RETR	RECY	AGMTS		1	,	ı	1	ı	ŧ	1	ı	,	,	1		-	1	1)	1	1	1	1	-	
ts res	TRANSFER TO MORE SUITABLE JOB	MUTATION A DES POSTES APPROP. SI DISPONIBLES	WORKERS		7 330	i	2 190	230	2 495	365	655	645	325	2 2 10	,		3 055	4 750		10 330	2 800	300	2 470	2 185	102 965	
WORKER WANDICAP	TRANSFE SUITA IF AV	MUTATI POSTES SI DIS	AGMTS		15	1	4	-	00	-	7	2	Ŧ	9	ı	16	10	7	16	12	9	-	7	4	119	
OLDER AND/OR HANDICAPPED WORKERS TRAVAILLEURS AGES ET(OU) HANDICAPES	TRANSFER TO MORE SUITABLE JOBS	MUTATION A DES POSTES PLUS APPROPRIES	WORKERS		13 725	1 435	6 460		8 885	ı	1 385	1 185	210				6 270	8 180		12 150	2 365	430	5 015	1 255	135 165	
ND/OR HURS AGE	TRANSFE	MUTATI POST APPR	AGMTS		15	3	+	. 5	თ	1	m	2	-	16	D.	18	12	00	22	18	9	-	6	4	165	
OLDER /	NO PROVISION	AUCUNE	WORKERS		40 932	3 650	4 280	4 130			34 525	47 115				20 545	14 600	8 8 15		22 750	6 945	1 850	5 475	3 125	329 569	
	NO PR	ALDISE	AGMTS		8	9	10	12	35	9	21	25	10	101	14	21	49	21	48	32	16	9	14	6	537	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	5 560	27 783	1 860	36 565	48 945	3 950	67 125	9 975	0	27 475	21 745	111 794	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	6	26	វភ	53	7	26	29	13	123	20	61	78	36	88	63	31	80	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 84 (CONT'D.)-TABLEAU 84 (SUITE)

			TRAVAILLE	URS AGE	S ET(0U) H	AVAILLEURS AGES ET(OU) HANDICAPES	-
SPEC ENIORIT N LAYOF	CIAL TY RIGHTS FF/RECALL	COMBINA OTHER CA	ATION OF ATEGORIES	10	HER		
NCIENNE EGIEE S IED OU	ETE PRIVI SI MISE A RAPPEL	COMB:	INAISON	AU	TRES		
AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GRO	GROUPE
						IND.MA	IND.MANUFACTURIERES
,	1	7	455	-	375		ALIMENTS ET BOISSONS
1	ı	1	ı	ī	I	TABAC	TABAC (PRODUITS)
-	370	1	1	ı	1	CAUUI	CAUUICHUUC/PLASIIQUE
,	0	ı	1 1	1 1	1 1	INDOSTR TEXTIF	TIF
- ,	2 2		1	1	1	BONNE	BONNETERIE
1	,	1	ı	1	1	IND.	IND. DU VETEMENT
,	1	1	1	1	1	INDUS	INDUSTRIES DU BOIS
ı	i	1	I	-	360	MEUBLES	SLES
1	,	1	ı	1	1	TAT	PAPIEK/IND.CONNEXES
ı		1		-	312	A THE CO.	IMPRIM./EUII./CONN.
က				,	1 1	T X K III Y K	TREMINITARION OF ALLAND
	695		1 180	-	5/2	THOW	MACHINEDIE
	(1	1	1			FARDIC D'EDITE TRANS
	930	1	070				PRODUITS ELECTRIQUES
1	1	-	200	C	П		
1	1	ı	ı	7)	803		CHARRON/PROD PETROL
ı				7	000	STICKE	INDIGENTAL CHIMIOILE
ı	ı			-	0 0 0		NO MANIE DIVERSES
ı	1	ı					
6	8 145	6	7 370	00	2 450	TOTAL	AL
	SPECENIORI NCIENN RCIENN EGIEE CONV	NETE R SI M SI M VORE	N 1 L 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	S COMBINA COMB	S COMBINA COMB	S COMBINA COMB	COMBINATION OF COMBINATION OF COMBINATION OF CATEGORIES COMBINATION OF CATEGORIES CATEGORIES

TABLE 85-TABLEAU 85

		REGIME	D'ASS	BASIC MEDICARE D'ASSURANCE-MALADIE		EMPLOYER'S CONTRIBUTION DE BASE - CONTRIBUTION DE	ER'S CONTRIBUTION OF CONTRIBUTION DE		L'EMPLOYEUR			
	ALL AC	ALL AGREEMENTS	NO PR	NO PROVISION	100 P	100 PERCENT	75 10 9	99 PERCENT	66 2/ PE	2/3 TO 74 PERCENT		
	TOU	TOUTES LES CONVENTIONS	DISF	AUCUNE DISPOSITION	100 P	100 POURCENT	75 A 99	A 99 POURCENT	66 2/ POU	66 2/3 A 74 POURCENT		
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE	
MANUFACTURING											IND.MANUFACTURIERES	
FOOD AND BEVERAGE	114		4		46		rD.	5 045	+	1 100	ALIMENTS ET BOISSONS	
TOBACCO PRODUCTS	6			2 435	4 1		1	1	1	1	TABAC (PRODUITS)	_
RUBBER AND PLASTICS	26	13 300	រ ប	2 460	20	8 740	1 1	1 1	- 1	200	TABLISTETES ON CHIE	
TEXTILE INDUSTRIES	53		2	13 780	5		8	875	-	295	TEXTILE	
KNITTING MILLS	7			925	2	715	1	1	1	1	BONNETERIE	_
CLOTHING INDUSTRIES	26		10		2		2	2 300	1	1		
WOOD INDUSTRIES	29			3 860	17		,	1	ı	,	INDUSTRIES DU BOIS	
FURNITURE AND FIXTURE	<u>e</u>				9		1	,)	1	MEUBLES	
PAPER AND ALLIED	123		4		44		m	840	ı	(PAPIER/IND. CONNEXES	
PRINI/FUBLISH/ALLIED	20	62 145	24	22 010	200	32 670	ı er	4 770	1 1	1 1	DREM TRANSFORM METALIX	
METAL FABRICATING	78	27 475			49		9	1 680	-	200	FABRIC - PROD METAUX	
MACHINERY INDUSTRIES	36			6 350	20		ı	1	1	,	MACHINERIE	
TRANSPORTATION EQUIP.	88				54		-	250	ı	1	FABRIC.D'EQUIP.TRANS.	
ELECTRICAL PRODUCTS	63	45 600	18		31		4	8 675	1	1	PRODUITS ELECTRIQUES	
NONMETAL MINERAL PROD	31			2 310	20	8 325	m	1 270	1	1	PROD.MINIERS NON-MET.	
PETROLEUM & COAL PROD	∞			2 580	1	1	ı	ı	1	1	CHARBON/PROD.PETROL.	
CHEMICAL & CHEM. PROD	31	13 280	14	5 625	00	4 170	2		*-	220	INDUSTRIE CHIMIQUE	
MISC. MANUFACTURING	17	6 565		220	6	2 775	2	2 075	1	ı	IND.MANUF.DIVERSES	
TOTAL	848	587 064	274	163 009	382	289 800	34	29 065	Ŋ	2 015	TOTAL	

TABLE 85 (CONT'D.)-TABLEAU 85 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VELEMENT	INDUSTRIES DU BOIS	MEUBLES CASTED ATTENDED	PAPIER/IND.CONNEXES	IMPRIM./EDII./CONN.	TABBITO - DOOD METALSY	FABRIC FRUD. ME LAUX	MACHINEKIE	PABRIC. D'EQUIP. IRANS.	PRUDUITS ELECTRIQUES	PROD.MINIERS NON-MEI.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
	OTHER: INCLUDES NO DETAILS	AUTRES: COMPREND AUCUN DETAIL	WORKERS		8 110	250	1 900	240	1 085	1	1 975	ı		3 575		3 /45		0 0 0		2 220	3	1	740	200	38 665	
PLOYEUR	TOUL	COM	AGMTS		0	-	מו	-	4	à	2	i	1	. 07		4 (ומ	ا ۵	ות	S	t	ı	2	_	53	
ER'S CONTRIBUTION - CONTRIBUTION DE L'EMPLOYEUR	PERCENTAGE OF EMPLOYEE PAYROLL	POURCENTAGE DU SALAIRE	WORKERS TRAV		1	ı	ı	ı	ľ		12 800	ı	1	1	a.	1	ı	ı	1	ı	ı	1	1	l	12 800	
CONTRIB	PERCE EMPLOYE	POUR DU S	AGMTS		ı	,	ı	1	1	ı	9	ı	ŀ	ı	1	1	1	ı	ı	ı	ı	1	1	1	9	
- EMPLOYER'S CONTRIBUTION DE BASE - CONTRIBUTION DE	FLAT AMOUNT	MONTANT FIXE	WORKERS		3 022	ł	1	435	1 318	1	2 765	740		8	5 475	1	330	1	7 785	800	1 010	1	400	260	42 745	-
1.0	FLAT	MONTA	AGMTS		4	1	1	2	m	1	m	m	2	28	00	1	-	1	00	2	m	ŀ	2	_	70	
BASIC MEDICARE D'ASSURANCE-MALADIE	SO PERCENT OR LESS	50 POURCENT OU MOINS	WORKERS TRAV		1 290	1	ı	300	1 305	220	210	1	325	275	1	950	1	1	000	725	1	1	320	205	7 125	
B D'ASSU	50 P 0R	50 P	AGMTS		4	1	1	-	4	_	-	1	~	-	ŧ	-	ı	ı	2	2	1	ı	-	-	20	
REGIME	E THAN 50 THAN 66 2/3 PERCENT	PLUS DE 50 INS DE 66 2/3 POURCENT	WORKERS		1	1	1	1	1	1	1	ı	ı	ı	1	ſ	1	ı	255	265	1	1	820	200	1 840	
	MORE THAN LESS THAN 66 PERCENT	PLUS DE 5 MOINS DE 66 POURCENT	AGMTS		ı	1	1	1	ı	1	ı	1	1	1	ı	ı	ı	1		-	1	1	-	-	4	
			GROUPING	MANUFACTURING	FOOD AND REVERAGE	TORACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 86-TABLEAU 86

	T					_	_				-				_	_	_							
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC - PROD METAUX	FARDIC D'EQUID TRANS	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
EUR	2/3 T0 74 PERCENT	66 2/3 A 74 POURCENT	WORKERS		1 325	t	200	i C		1	1	ı	ì	ı		200		1 700	-	1	1	1	3 930	
'EMPLO'	66 2/ PE	66 2/ POL	AGMTS		2	1	-	,	,	1	,	,	ı	ı	1	-	, ,	-	'	,	ŧ	1	7	
BENEFITS & EMPLOYER'S CONTRIBUTION COMPLEMENTAIRE - CONTRIBUTION DE L'EMPLOYEUR	99 PERCENT	99 POURCENT	WORKERS		5 680	1	ı	1 4	- '	2 300	225	360	3 410	1		2 130	350	645	1 270	325	1 805	2 075	24 290	
CONTRIB	75 TO 9	75 A 99	AGMTS		7	1	1	1	1	2	_	-	വ	1	4 1		- 0	1 01	m	-	m	2	45	
BENEFITS & EMPLOY COMPLEMENTAIRE -	100 PERCENT	100 POURCENT	WORKERS		23 335	2 940	8 980	2 190		1 285	46 160					16 995	79 785			ı	3 100	3 275	327 380	
	100	100	AGMTS		49	TU.	16	9 7	- 0	100	19	4	70	7	e .	46	א ה	34	23	ı	6	10	429	
EXTENDED HEALTH D'ASSURANCE-MALADIE	NO PROVISION	AUCUNE DISPOSITION	WORKERS		6 115	470	2 515	2335		1 720	200	625	1 650	315		2 820		3 845	1	1 955	3 115	405	36 809	
EXTEND	NO PR	DISP	AGMTS		19	-	S	- α	00	4	2	2	. S	- (m i	0 0	2 00	0 00	1	9	80	7	98	
REGIME D'	REEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085		5 560								27 475			12 915	2 580	13 280	6 565	587 064	
	ALL AGREEME	TOUT	AGMTS		114	σ	26	- ۳	200	26	29	13	123	20	61	78	2 00	63	34	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	MACHINEDY INDUSTRIES	TRANSPORTATION FOLITA	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 86 (CONT'D.)-TABLEAU 86 (SUITE)

						_					_			_					_		_					
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE		INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
EUR	OTHER: INCLUDES NO DETAILS	AUTRES: COMPREND AUCUN DETAIL	WORKERS		13 670	620	1 310		8 660	ı	2 400	285	4	2 240			2 570			11 380	300	300	2 680	300	71 720	
'EMPLOY	INC	COM	AGMTS		18	2	n	1	10	1	2	+	1	ດ	m	7	7	9	7	10	-	4-	വ		80	
BENEFITS - EMPLOYER'S CONTRIBUTION COMPLEMENTAIRE - CONTRIBUTION DE L'EMPLOYEUR	PERCENTAGE OF EMPLOYEE PAYROLL	POURCENTAGE DU SALAIRE	WORKERS		ı	1	1	1 290	,	210	26 940	1	200	1	ı	ı	1	1	1	1	ı	1	1	1	28 640	
CONTRIB	PERCE EMPLOYE	POUR DU S	AGMTS CONV		1	ı	i	2	1	-	12	1	-	1	ı	1	1	ı	1	ı	ı	ı	1	1	9	
BENEFITS - EMPLOY COMPLEMENTAIRE -	FLAT AMOUNT	MONTANT FIXE	WORKERS		5 497	1 055	295	250	3 323	1	1 665	945		21 415	2 090	9 970	930	200	13 360	1 100	1 260	1	1 730	510	009 69	
BENEFIT	FLAT	MONTA	AGMTS		10	-	-	-	10	1	2	4	က	36	00	10	m	-	12	2	4	1	5	2	115	
EXTENDED HEALTH D'ASSURANCE-MALADIE	50 PERCENT OR LESS	50 POURCENT OU MOINS	WORKERS		7 195	1	1	1 595	1 725	480	255	830	532	520	1	3 970	1 105	200	1 895	1 015	,	1	850	ı	22 470	
EXTEND	50 P	50 P	AGMTS		6	1	1	TU.	D	2	-	2	2	2	1	4	m	+	m		1	1	-	1	43	
REGIME D'A	E THAN 50 THAN 66 2/3 PERCENT	PLUS DE 50 MOINS DE 66 2/3 POURCENT	WORKERS		1	1	ì	1	,	1	ŀ	1	1	i	270	1	725	ı	255	975	1	,	ì	1	2 225	
_ ;	MORE THAN LESS THAN 66 PERCENT	PLUS MOINS POU	AGMTS		1	,	1	t	1	1	1	1	ı	ı	-	1	-)	-	e	1	ŀ	1	1	9	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAI	

TABLE 87-TABLEAU 87

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOTSSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND. CONNEXES	IMPRIM. /EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC. D'EQUIP. TRANS.	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	2/3 T0 74 PERCENT	66 2/3 A 74 POURCENT	WORKERS		1	ı	1	ı	1	1	1	1	,	530	,	2 430	200	ı	1	1	1	1	1	1	3 160	
EUR	66 2/ PE	66 2/ Pou	AGMTS		1	1	,	1	1	1	ı	,	,	+	1	2	-	1	ı	,	1	t)	\$	4	
PLOYER'S CONTRIBUTION - CONTRIBUTIONS DE L'EMPLOYEUR	99 PERCENT	99 POURCENT	WORKERS		7 415	235	1	ŧ	670	1	1	ı	1	1 925	1	1 350	770	1		3 020	1 050	325	290	ı	18 750	
CONTRIB	75 TO	75 A 98	AGMTS		-	-	1	,	-	1	1	1	1	Ŋ	1	7	2	ı	-	D.	2	-	-	1	32	
DENTAL PLAN - EMPLOYER'S CONTRIBUTION SOINS DENTAIRES - CONTRIBUTIONS DE L'	100 PERCENT	100 POURCENT	WORKERS		23 170	2 415	6 755		2 300	ı	200			30 390							4 375	1	3 295	2 110	259 970	
AN - EN	1001	100 P	AGMTS		44	4	6	m	9	1	-	19	m	52	က	19	25	12	40	2	0	1	9	9	282	
	NO PROVISION	AUCUNE	WORKERS TRAV		21 487	2 435	4 480				23 065				2 250							2 050		3 655	193 095	
REGIME DE	00	DISF	AGMTS		43	4	12	Ξ	45	9	23	10	σ :	43	7	23	42	20	88	27	16	9	20	10	4 10	
22	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS TRAV		62 817	5 085		5 560	27 783				3 950			62 145	27 475	21 745						6 565	587 064	
	ALL AG	TOUTES CONVEN	AGMTS		114	6	26	5	23	7	26	29	13	123	20	9	78	380	80 1	9 1	m	00	m -	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEXIILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	MEIAL FABRICALING	TRANSPORTATION TONES	TRANSPURIALIUN EQUIP.	ELECIKICAL PRUDUCIS	NUNME AL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 87 (CONT'D.)-TABLEAU 87 (SUITE)

	Ŋ	(IL	RKERS TRAV GROUPE	IND.MANUFACTURIERES	350		CADUTCHOUC/	300 INDUSTRIES DU CUIR	- TEXTILE	- BONNETERIE		- INDUSTRIES DO BOIS	- MEUBLES	2004	2 0	850	_		_	_	205 CHARBON/PROD.PETROL.	990 INDUSTRIE CHIMIQUE	- IND. MANUF. DIVERSES	200 TOTAL	
80 W208	OTHER INCLUDES NO DETAILS	AUTRES: COMPREND AUCUN DETAIL	WO		7 7		m	-			_			N C	0		4	1	5 7	-	_	8		45 48	
OYEUR		AU	AGMTS		0	1			1	'	1	1	-										1		
JTION DE L'EMPL	PERCENTAGE OF EMPLOYEE PAYROLL	POURCENTAGE DU SALAIRE	WORKERS		260	1	1	ı	ı	ı	1	ı	I	ı	ı	t	1	1	1	1	1	ı	ı	560	
CONTRIBU	PERCE	Pour 9 ua	AGMTS		2	ŀ	1	1	ı	1	ì	ŀ	1	t		ı	ı	1	1	F	ı	1	1	2	
DENTAL PLAN - EMPLOYER'S CONTRIBUTION SOINS DENTAIRES - CONTRIBUTIONS DE L'EMPLOYEUR	FLAT AMOUNT	MONTANT FIXE	WORKERS		1 535	ı	200	1	1	1	13 000	ı	1	16 795				2 140	200	340	,	ŀ	ŀ	45 820	
AN - EN	FLAT	MONTA	AGMTS		n	1	-	,	ı	1	2	ı	1	ם נ	ט ת	20	1	4	-	-	1	1	ı	43	
	50 PERCENT OR LESS	SO POURCENT OU MOINS	WORKERS		1 070	ſ	610	1	375	225	1	ı	360	()	202	C C C)	5 644	2 310	500	ì	1	800	14 354	
REGIME DE	50 P	50 P	AGMTS		m	1	-	1	-	-	1	ı	-	1	n .	0	i	S	n	2	ı	1	_	23	
A B	E THAN 50 THAN 66 2/3 PERCENT	LUS DE 50 NS DE 66 2/3 POURCENT	WORKERS		230	1	1	1	1	1	1	1	1	215	0	079	1	,	450	1	ı	435	1	3 155	
	MORE THAN LESS THAN 66 PERCENT	PLUS DE 50 MOINS DE 66 POURCENT	AGMTS		-	1	1	ı	ı	i	1	1	ı	_	ı	ו	1	1	-	1	ı	-	,	7	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE AND FIXTURE	PAPER AND ALLIED	PRINI/PUBLISH/ALLIED	METAL FARBICATING	MACHINERY INDUSTRIES	TRANSPORTATION FOULP	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 88-TABLEAU 88

												_				×			,							
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS		CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP. TRANS	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
	25 WEEKS	SEMAINES	WORKERS		1 340	1	275	240	1	1	1 100	1	ı	1	245	275	450	1	205		205	1	ı	450	4 785	
AIRES	16 TO	16 A 25	AGMTS		2	ı	-	-	1	1	-	,	1	1	-	-	-	ı	_	ı	-	ı	1	-	11	
OF SICKNESS WEEKLY INDEMNITY VERSEMENT DES INDEMNITES HEBDOMADAIRES	15 WEEKS	15 SEMAINES	WORKERS		2 550	t	200	852	1 705	810	1 225	1	1	1	1	790	480	375	ž	1 275	230	1	1	260	11 055	
CLY INDE	75	15.0	AGMTS		2		-	4	9	m	m	1	1	1	1	+	-	-	ı	2	-	ŀ	1	*-	26	
OF SICKNESS WEEKLY INDEMNITY VERSEMENT DES INDEMNITES HEB	14 WEEKS OR LESS	14 SEMAINES OU MOINS	WORKERS		1 050	470	1	300	1 095	ı	10 000	1	ı	190	700	1	1	1	2 650	200	ı	1	200	1	17 755	
	14 WEEK	14 S 00	AGMTS		m	-	1	-	n	ŝ	2	1	2	2	-	ı	,	ı	2	-	ı	1	-	ı	20	
DURATION PERIODE DE	NO PROVISION	AUCUNE	WORKERS TRAV		6 790	ı	1 560	845	4 635	260	2 380	1 365	760	_		2 645				000 9	220		2 540	610	47 700	
E DE LA	N DN	Al	AGMTS		20	ı	4	2	6	2	7	4	m ·	4	9	9	7	9	Φ	6	aguer.	7	7	m	115	
DUREE	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS TRAV		62 817			מו	27 783			48 945	ო	67 125	o .	62 145	7	-	-	45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AC	TOUT	AGMTS		114	6	26	15	23	7	26	29	13	123	20	6 +	78	36	80	63	34	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLUIHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINI/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 88 (CONT'D.)-TABLEAU 88 (SUITE)

					_	_		_	_	_	-	_			_	_	_	_	_	_	_	_	-		
			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES UN CUIR	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. IRANSFURM. METAUX	FABRIC - PROD . ME I AUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND.MANUF.DIVERSES	TOTAL	
	OTHER: INCLUDES NO DETAILS	AUTRES: COMPREND AUCUN DETAIL	WORKERS		13 847	2 130	1 785	1 540		21 605	700								8 960	1 975	300	4 640	220	129 587	
AIRES	INC INC ND D	AU COM AUCUN	AGMTS		28	4	m i	m H	0 0	12	m	TC.	13	_	9	12	7	8	13	9	+	o	7	176	-
OF SICKNESS WEEKLY INDEMNITY VERSEMENT DES INDEMNITES HEBDOMADAIRES	MORE THAN 52 WEEKS	PLUS DE 52 SEMAINES	WORKERS		405	ı	ı	ı	1 1	t	360	1	1 025	1	1	2 260	,	1	1 085	215	1	380	1	5 730	
CLY INDE	MOR 52	PL 52 S	AGMTS		2	1	ı	,	1 (1	-	1	0	,	t	m	ı	ı	2	-	1	-	1	13	
OF SICKNESS WEEKLY INDEMNITY VERSEMENT DES INDEMNITES HEB	52 WEEKS	SEMAINES	WORKERS		15 735		7 345		Dec 2	1	44 915	375	54 790					74 705		2 210	ı	955	1 905	249 030	,
	52	52 S	AGMTS		17	2	10	0.0	n		17	-	91	-	21	12	6	32	++	4	1	m	2	241	
DURATION PERIODE DE	51 WEEKS	51 SEMAINES	WORKERS		2 955	235	200	(910		205	630	1 125	1	1 615	665	2 205	1 070	1 840	870	1	1 360	260	16 745	
DE LA	27 TO	27 A 51	AGMTS		Ø	7-		F	2	, ,		-	m	1			D			2	1		2	46	
DUREE	26 WEEKS	EMAINES	WORKERS		18 145	540	1 335		6 048	, ,	1 400	8 15	2 920	3 195	11 605	10 970	6 650	12 234	15 590	099 9	ı	2 905	2 230	104 677	
	26	26 SEMAI	AGMTS		3	-	Ŋ	2	ក	ı	- m	m	7	4	14	36	13	17	19	15	1	80	9	200	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	CLOTHING MILLS	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 89-TABLEAU 89

				ES	SNOS		IQUE	IR	_			SI	V L X	NN.	ETAUX	AUX		RANS.	QUES	-MET.	ROL.	UE	ES		
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE		INDUSTRIES DU BOIS	PAPIFE/IND CONNEXES	IMPRIM. /EDIT. /CONN	PREM. TRANSFORM. METAUX	FABRICPROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS	PRODUITS ELECTRIQUES	PROD. MINIERS NON-MET	CHARBON/PROD. PETROL	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	151 TO 175 DOLLARS PER WEEK	151 A 175 DOLLARS PAR SEMAINE	WORKERS		3 475	1	9 405	1 480	510	220	1 300	645	1 740		23 310	2 865	1 760	4 985	3 540	1 540	1	880	260	58 405	
	151 DOLLARS	151 DOLL SE	AGMTS		-	ŧ	13	က	7	-	- 0	N C	4 CC)	6	7	က	11	80	IO.	ı	n	*	80	
rry	101 TO 150 DOLLARS PER WEEK	101 A 150 DOLLARS PAR SEMAINE	WORKERS		8 365	,	785	450	875	225	930	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3 375	- 1	3 345	5 175				2 995	1	1	260	38 700	
INDEMN] BDOMADA	101 DOLLARS	101 D011 SE	AGMTS		0	ŧ		2	m	- (CV C	V C	4 4	1	4	17	D	+3	4	7	1	1	_	79	
AMOUNT OF SICKNESS WEEKLY INDEMNITY MONTANT DE L'INDEMNITE HEBDOMADAIRE	100 DOLLARS OR LESS PER WEEK	100 DOLLARS OU MOINS PAR SEMAINE	WORKERS		670	540	530		4 008	1 (30 215	067	006	1	905	415	565	1 980	775	1	1	1	200	42 253	
F SICKNE	100 DC LESS	100 DC MOI	AGMTS		2	-	2	-	-	, ,	-	- '	2	,	m	2	2	D.	2	ı	1	ı	-	46	
AMOUNT O	NO PROVISION	AUCUNE DISPOSITION	WORKERS		06 2 9	t			5 770		2 880	1 085	750	1 865	2 145	1 695			2 290			2 540	610	39 575	
	NO P	DISF	AGMTS		20	1	4	m (12			2 4	m	ß	S	9	2	7	D.	-	7	7	8	110	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS		62 817	5 085	13 300	េះ	27 783		36 565			9 975	62 145		_			12 915		13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	6	26	ا 5	53	7	20	13	123	20	61	78	36	80	89	31	00	-	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	LEALINE INDUSTRIES	COTUING MILLS	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 89 (CONT'D.)-TABLEAU 89 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAOUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM, METAUX	FABRICPROD.METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL		
EMNITY	OTHER: INCLUDES NO DETAILS	AUTRES: COMPREND AUCUN DETAIL	AGMTS WORKERS CONV TRAV		22 11 567	4 2 130	2 545	-	9				-	ស	-	10 9 880	က	-		14 11 055	3 1 200	300	7 3 020	2 450	107	+	
AMOUNT OF SICKNESS WEEKLY INDEMNITY MONTANT DE L'INDEMNITE HEBDOMADAIRE	75 PERCENT OR MORE PER WEEK	75 POURCENT OU PLUS PAR SEMAINE	WORKERS		2 465	3 1 945	1	'	1 460	1	1	1	ı	-	2 470	1	1 495	1 220	1 650	4 1 920	1 000	1	3 1 290	2 1 515	7	<u>+</u>	
INT OF SICK			WORKERS AGMTS TRAV CONV		970		885	895	6 220	1	300	- 265	375 -	285	2 450	5 705 -	6 170	4 650	9 415	395	3 155	1	1 405	1 840	L	000	
AMOL	74 PERCENT OR LESS PER WEEK	74 POURCENT OU MOINS PAR SEMAINE	AGMTS WORK		29 12		2	4	15	1	-	4	-	57 33	4		20	12		23 21		ı	4	4		507	
	176 DOLLARS OR MORE PER WEEK	176 DOLLARS OU PLUS PAR SEMAINE	WORKERS		16 515)	1	ı	2 8 15	1	1	44 720	1	20 220	3 400	16 855	7 450	008 6	73 449	2 895	2 680	,	4 145	1 430		200 3/4	
	176 DOLLARS MORE PER WE	176 DO PLUS PA	AGMTS		<u>~</u>	1	1	1	m		1	12	1	35	m	19	14	D.	26	m		1	7	e		20.	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLFUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING		IUIAL	

TABLE 90-TABLEAU 90

				DAYS OF JOURS DI	PAID SI	DAYS OF PAID SICK LEAVE (PER YEAR JOURS DE MALADIE PAYES (PAR ANNEE	PER YEA	E (3)			
	ALL AC	ALL AGREEMENTS	NO PR	NO PROVISION	LES 10	LESS THAN 10 DAYS	101	10 DAYS	11 10	11 TO 14 DAYS	
	TOU	TOUTES LES CONVENTIONS	DISF	AUCUNE DISPOSITION	MOI 10	MOINS DE 10 JOURS	10	10 JOURS	11 A	11 A 14 JOURS	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND.MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	65	44 265	35	14 477	m	680	4	1 310	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	6	5 085		4 545	+	540	1	-	,	ı	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300		13 300	1	1	1	1	ŧ)	CAGUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES	15	10			1	1	1	1	1	t	INDUSTRIES DU CUIR
TEXTILE INDUSTRIES	53	27 783	വ		ı	ı	ı	ı	1	,	TEXTILE
KNITTING MILLS	7	_			1	,	1	1	-	365	BONNETERIE
CLOTHING INDUSTRIES	26				1	1	ì	1	ı	ı	IND. DU VETEMENT
WOOD INDUSTRIES	29				1	ı	1	1		1	INDUSTRIES DU BOIS
FURNITURE & FIXTURES	5	~			1	1	ı	ı	1	1	MEUBLES
PAPER AND ALLIED	123	_	-		7	5 105	1	ŀ	2	000	PAPIER/IND. CONNEXES
PRINT/PUBLISH/ALLIED	20	9 975	14	7 460	1	1 1		200	- (700	IMPRIM / EDIT / CONN.
METAL FABRICATING	7 0 0	27 475			m	1 075	- ,	040	7 +		FARTIC - PROD METALIX
MACHINERY INDUSTRIES	36				1	1	ı	1	1	1	MACHINERIE
TRANSPORTATION EQUIP.	88				7	5 925	2	1 190	1	1	FABRIC. D'EQUIP. TRANS.
ELECTRICAL PRODUCTS	63				2	1 445	1	1	2	975	PRODUITS ELECTRIQUES
NONMETAL MINERAL PROD	31	12 915	m		1	1	1	1	-	250	PROD.MINIERS NON-MET.
PETROLEUM & COAL PROD	80				ı	1	1	1	1	1	CHARBON/PROD. PETROL.
CHEMICAL & CHEM. PROD	31	13 280			-	550	1	1	-	530	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	16	6 325	-	240	1	1	1	1	IND.MANUF.DIVERSES
TOTAL	848	587 064	731	496 562	57	29 357	7	3 910	क	10 065	TOTAL

TABLE 90 (CONT'D.)-TABLEAU 90 (SUITE)

DAYS OF PAID SICK LEAVE (PER YEAR) JOURS DE MALADIE PAYES (PAR ANNEE)	OTHER: INCLUDES 20 DAYS 21 OR MORE DAYS NO DETAILS	20 JOURS 21 JOURS OU PLUS COMPREND AUCUN DETAIL	AGMTS WORKERS AGMTS WORKERS CONV TRAV CONV TRAV GROUPE	IND.MANUFACTURIERES	1 330 5 1 380 ALIMENTS ET BDISSONS	TABAC (PRODUITS)	CAUTCHOUC/PLASTIQUE	- INDUSTRIES DU CUIR	EX-ILE	240			3 1 480			0006	4 4 7 2 2 5 EARLIC NEXTE	270 2 1 2 020	PROD'MINI	- 1 205 CHARBON/PROD.PETROL.	3 2 625 INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	4 4 285 5 1 910 26 39 810 TOTAL	
DAYS OF	16 TO 19 DAYS	16 A 19 JOURS	AGMTS WORKERS CONV TRAV		1	1	1	1	1	1 1	1	1	1	1	1	1	1		_	1	1	1	1	
	15 DAYS	15 JOURS	WORKERS A		375	ř	,	t)	1	1	1	1	r	1 530	ı	í		-	1	1 260	1	3 1 165	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES -	TEXTILE INDUSTRIES -	KNITTING MILLS	WOOD INDISTRIES	FURNITURE & FIXTURES -	PAPER AND ALLIED -	PRINT/PUBLISH/ALLIED -	PRIMARY METAL	METAL FABRICATING -	_	IKANSPUKIAIIUN EUUIF.			CHEMICAL & CHEM. PROD	MISC. MANUFACTURING -	TOTAL	

TABLE 91-TABLEAU 91

			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM, METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	150 TO 199 DAYS	A 199 JOURS	WORKERS	ZI	- A	1	-	1	_		,	t t	Σ .	380 P)	_		١.	1	1	1	-	625	
	150 TO 1	150 A 19	AGMTS W		,	1	ı	1	1	1	ı	ı	1	*	+	ı	1	1	1	1	1	1	1	1	7	
LEAVE NUTILISES	100 TO 149 DAYS	100 A 149 JOURS	WORKERS		1	1	1	1	ı	1	,	1	1	1	1	1	1	1	1	1	1	1	1	1	ı	
OF SICK ALADIE I	100 TD	100 A	AGMTS		- (t	1	1	1	ı	,	1	1	ı	1	1	1	ı	1	1	1	1	1	1	1	
ACCUMULATION OF UNUSED DAYS OF SICK LEAVE ACCUMULATION DES JOURS DECONGE-MALADIE INUTILISES	LESS THAN 100 DAYS	MOINS DE 100 JOURS	WORKERS		7 720	1	ı	1	ı	1	1	1	1	3 975	1	5 025	210	1	2 125	975	250	1	1	1	20 280	
ON OF UN	LES 100	MD 1	AGMTS		22	ı	1	ı	1	í	ı	1	ı	4	ı	m	-	ł	ល	2	-	ı	1	1	38	
CCUMULATIC LATION DES	NO PROVISION	AUCUNE DISPOSITION	WORKERS		53 272	5 085			27 783								26 860	21 745			12 665	2 580	10 345	6 325	520 729	
ACCUMU	NO PR	AU	AGMTS		86	6	26	15	വാ	9	25	29	13	117	16	56	16	36	75	58	30	80	27	16	777	
	ALL AGREEMENTS	TOUTES LES CONVENTIONS	WORKERS				13 300											21 745		45 600	12 915	2 580	13 280	6 565	587 064	
	ALL AG	TOUT	AGMTS		114	თ	26	15	53	7	26	29	13	123	20	61	78	36	88	63	31	00	31	17	848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 91 (CONT'D.)-TABLEAU 91 (SUITE)

			GROUPE	IND.MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAGUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	IEXIILE	BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC, -PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
OF SICK LEAVE LADIE INUTILISES	OTHER: INCLUDES NO DETAILS	AUTRES: COMPREND AUCUN DETAIL	AGMTS WORKERS CONV TRAV		1	1	1	1	,	1	1 240	ı	1		2 500	1 735	1	1	8 33 000	3 3 585	:	1	2 1 860	1	18 40 150	
ACCUMULATION OF UNUSED DAYS OF SICK LEAVE ACCUMULATION DES JOURS DECONGE-MALADIE INUTILISES	INDEFINITE	NOMBRE INDEFINI	AGMTS WORKERS CONV TRAV		6 1 825	1	1	1	1	365	1	1	1	1	1 840	1 530	1 405	ı	1	1	1	1	2 1 075	1 240	13 5 280	
ACCUMULATION DES	MORE THAN 200 DAYS	PLUS DE 200 JOURS	AGMTS WORKERS CONV TRAV		1	1	ı	1	ı	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
	200 DAYS	200 JOURS	AGMTS WORKERS CONV TRAV		1	1	í	1	1	1	1	1	1	1	1	1	1	1	1	ı	1	1	1	ı	ŗ	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	TOTAL	

TABLE 92-TABLEAU 92

			GROUPE	IND. MANUFACTURIERES	ALTMENTS ET BOISSONS	TABAC (PRODUITS)	CADUTCHOUC/PLASTIONE	INDUSTRIES DI CLITO		BONNETERIE	IND. DU VETEMENT	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM./EDIT./CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE	FABRIC.D'EQUIP.TRANS.	PRODUITS ELECTRIQUES	PROD, MINIERS NON-MET	CHARBON/PROD PETROI	INDUSTRIE CHIMIONE	IND. MANUE, DIVERSES	,	TOTAL	
N D'EMPLO	FRACTION OF LEAVE IS PAID	UNE PARTIE DES CONGES EST REMBOURSEE	WORKERS		505		1	1	1	1	1	ì	ı	1 250	1	1	1	1	1	1 060	1	ı	1	1		2 835	
EMPLOYMENT A CESSATIO	FRAC	CONG CONG REMB	AGMTS		0	1	ŀ	ı	,	ı	,	1	1	~	1	ı	1	,	1	-	1	,	,	1		4	
	ALL UNUSED LEAVE IS PAID	LES CONGES UTILISES REMBOURSES	WORKERS		3 685		1	1	ı	365	1	1	1	1	ı	ı	405	1	4 635	1	ı	ı	550	1		9 640	
TERMINA AU MOM	ALL	TOUS	AGMTS		10	'	1	ı	ı	-	ı	ı	1	1	ı	1	-	1	4	1	1	1	_	1		17	
REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF MENT DES CONGES DE MALADIE NON UTILISES AU MOMENT DE L	UNUSED LEAVE NOT PAID	CONGES NON UTILISES NON REMBOURSES	WORKERS		902	1	,	ı	,	1	1	1	ı	ı	840	1	ı	1	245		1	1	ı	1		1 990	
ED SICK ADIE NO	NO	NON NON	AGMTS		Ю	1	1	ı			t	ı	1	1	-	ı	i	ı	-	ı	ſ	+	1	,		വ	
NT OF UNUS	NO PROVISION	AUCUNE DISPOSITION	WORKERS		57 352	5 085	13 300	5 560														2 580	12 730	6 565		571 849	
BURSEME DES CON	S O N	DISIO	AGMTS		98	6	26	15	53	9	26	29	13	122	19	101	100	30	m (61		00	30	17	1	820	
REMBOURSEMENT	ALL AGREEMENTS	CONVENTIONS	WORKERS TRAV		62 817		13 300	5 560	27 783	—	9		n 1			V 1	2/ 4/5	_ ,		45 600	12 915	2 580	13 280	6 565		587 064	
REMB(ALL AC	TOUT	AGMTS		114	6	26	15	53	7	26	29	£ 4	570	20	- 0	0 0	000	00 (0	501	m	00	3	17		848	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITING MILLS	CLUIHING INDUSTRIES	WOOD INDUSIRIES	PARE & FIXIORES	OPINIT (PUBLICH (ALLIED	PRINI/ PUBLISH/ ALLIEU DDIMADY METAI	METAL FADOTCATING	MACHINEDY INDISTRIES	TDANSDODTATION FOLITA	ELECTRICAL PROPINCES	LEECINICAL PRODUCES	NONME AL MINERAL PROD	PETRULEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	4	OAL	

TABLE 92 (CONT'D.)-TABLEAU 92 (SUITE)

TENT TION D'EMPLOI			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)		INDUSTRIES DU CUIR	DOSESTATE TO THE	MONNETERIE	INDUSTRIES DU BOIS	MEUBLES	PAPIER/IND.CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC - FRUD. MELAUX	MACHINEKIE	PARKIC U EQUIP I KANS.	PRODOLIO ELECTRIQUES	PROD. MINIERS NON-MEI.	CHARBON/ PROD. PEI ROL.	INDUSTRIE CHIMIQUE	INU. MANUF. UIVERSES	TOTAL	
ERMINATION OF EMPLOYMENT AU MOMENT DE LA CESSATION	OTHER	AUTRES DISPOSITIONS	WORKERS TRAV		1	1	ı	1	1	1	1 1	1	,	1	1	1	1	,	1		ł	1	1	1	
TERMINA AU MOM		A DISP	AGMTS		1	1	1	1	ı	1	ıı	,	1	,	1	ı	ı	1	1	1	1	ı	1	1	
LEAVE ON N UTILISES	NOT SPECIFIED OR UNABLE TO DETERMINE	NON PRECISE OU IMPOSSIBLE A DETERMINER	WORKERS		ı	1	ı	1	1	l	1 1	1	ı	ı	ı	ı	1	1	1	1	ı	,	1	ŧ	
D SICK	NOT S OR UN	NON OU IN	AGMTS		1	1	1	1	4	1	l t		1	1	ı	1	1	1	ı	ŀ	1	ı	1	ı	
REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF ENT DES CONGES DE MALADIE NON UTILISES AU MOMENT DE 1	MAX. DAYS VARY WITH CATEGORY OF EMPLOYEE	NBRE MAX DE JRS REMB VARIE SELON CATEGORIE D'EMPL	WORKERS		1	1	1	ı	1	ı	1 1	1	1	1	1	ı	3	1	ı	ı	ı	1	ı	1	
URSEMEN ES CONG	MAX. D WITH OF E	NBRE MA REMB VA CATEGOR	AGMTS		,	1	ı	1	;	1	1 1	1	1	1	ı	1	1	ı	1	ı)	1	1	ı	
REIN	X. DAYS PAID VARIES WITH SENIORITY	RE MAX DE JRS MB VARIE SELON L'ANCIENNETE	WORKERS		350	1	1	ı	1	ı	1 1	í	1	ı	1	ı	ı	t	400	1	1	1	ı	750	
REMBOURSEM	MAX. DAYS P VARIES WI SENIORIT	NBRE MAX DE REMB VARIE S L'ANCIENNE	AGMTS		+	,	1	ı)	ł	, ,	,	1	1	1	í	1	1	-	+	1	ı	1	2	
			GROUPING	MANUFACTURING	FOOD AND REVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	

TABLE 93-TABLEAU 93

	ALL AG	ALL AGREEMENTS	NO PR	NO PROVISION	SONO	UNUSED LEAVE NOT PAID	ALL	ALL UNUSED LEAVE IS PAID	FRAC	FRACTION OF LEAVE IS PAID	
	TOUT	TOUTES LES CONVENTIONS	AUDISP	AUCUNE DISPOSITION	NON	CONGES NON UTILISES NON REMBOURSES	TOUS L NON U SONT R	LES CONGES UTILISES REMBOURSES	CONG CONG REMB	UNE PARTIE DES CONGES EST REMBOURSES	
GROUPING	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	AGMTS	WORKERS	GROUPE
MANUFACTURING											IND.MANUFACTURIERES
FOOD AND BEVERAGE	114	62 817	105	60 297	-	200	4	1 290	2	505	ALIMENTS ET BOISSONS
TOBACCO PRODUCTS	0		0	5 085	t)	1	1	1	1	TABAC (PRODUITS)
RUBBER AND PLASTICS	26	13 300	26		ı	ı	1	1	1	1	CADUTCHOUC/PLASTIQUE
LEATHER INDUSTRIES		5 560	ا ا	5 560	1	ł	1	ı	ı	1	INDUSTRIES DU CUIR
KNITTING MILLS	2 6		200			1 1	1	000	1	ı	TEXTILE
CLOTHING INDUSTRIES	26		26	36 565	1	1 1	- 1	605	1 1	1 1	BONNE LERIE
WOOD INDUSTRIES	29		29		1	ı	,	1	,	1	INDUSTRIES DI BOTS
FURNITURE & FIXTURES	13		13		ı	1	,	1	ı	1	
PAPER AND ALLIED	123		123		1	1	1	1	1	ı	PAPIER/IND.CONNEXES
PRINT/PUBLISH/ALLIED	20		19		-	840	ı	1	1	1	IMPRIM./EDIT./CONN.
PRIMARY METAL	9		23		-	200	-	300)	1	PREM. TRANSFORM. METAUX
METAL FABRICATING	200		77		ı	1	-	405	ı	1	FABRIC PROD. METAUX
MACHINERY INDUSTRIES	36		36		ı	ı	1	1	1	1	MACHINERIE
TRANSPORTATION EQUIP.	00		87		1	1	+	320	1	1	FABRIC. D'EQUIP. TRANS
ELECIKICAL PRODUCIS	63		61		ı	1	-	775	1	ı	PRODUITS ELECTRIQUES
NUMBERAL PROD	3		m —		1	ı	1	ı	ı	1	PROD. MINIERS NON-MET
PETROLEUM & COAL PROD	00		80		1	1	1	1	ı	ı	CHARBON/PROD. PETROL
CHEMICAL & CHEM. PROD	 m	13 280	31	13 280	ı	1	1	ł	1	1	INDUSTRIE CHIMIQUE
MISC. MANUFACTURING	17	6 565	17	6 565	,	1	ı	1	1	1	IND. MANUF. DIVERSES
	848	587 064	831	580 609	m	1 540	0	3 485	7	525	TOTAL
		_					_				

TABLE 93 (CONT'D.)-TABLEAU 93 (SUITE)

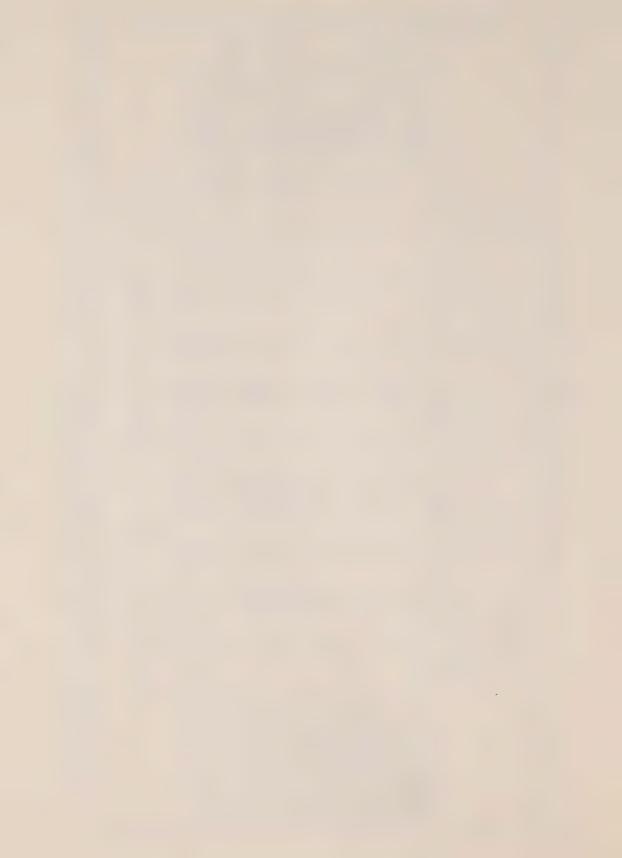
			GROUPE	IND. MANUFACTURIERES	ALIMENTS ET BOISSONS	TABAC (PRODUITS)	CAUUICHUUC/PLASIIUUE	INDUSTRIES DU CUIR	DOSE THE	BONNE JERIE	IND. DO VELEMENT		PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX	FABRIC PROD. METAUX	MACHINERIE		PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD.PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
E LA RETRAITE					_																				
SICK LEAVE ON RETIREMENT NON UTILISES AU MOMENT DE	OTHER	AUTRES	WORKERS		1	ı	1	1	1	1	1 1	1	1	1	1	1	ı	ı	1	1	r	1	1	1	
AVE ON		DISP	AGMTS		1	1	1	1	i	ı	1 1	ı		1	1	1	1	ŧ	1	1	ı	1	1	,	
D SICK LE	NOT SPECIFIED OR UNABLE TO DETERMINE	NON PRECISE OU IMPOSSIBLE A DETERMINER	WORKERS		505	ı	ı	(1	ı	1 1		1 1	1	ı	1	ı	1	1	1	1	ı	1	ROR ROR)
F UNUSE MALADI	NOT S OR UN	NON OU IN A DET	AGMTS		2	1	ı	ı	1	1	1		1)	,	1	,	1	1	1	F	1	1	1	C	V
REMBOURSEMENT DES CONGES DE MALADIE	MAX. DAYS VARY WITH CATEGORY OF EMPLOYEE	MAX. JOURS REMB. VARIE SUIV. LA CATEG. D'EMPLOI	WORKERS		í	ı	1	1	,	1	1		1 1	١	1	1	ı	1	400	1	ı	ı	1	700	
REIME	MAX. E WITH OF B	MAX. JOU VARIE S CATEG.	AGMTS		ı	1	1	,	1	ı	ı	1	1 1	1	ı	1	,	ı	_	1	1		ı	_	•
REMBOURSE	X. DAYS PAID VARIES WITH SENIORITY	NBRE MAX DE JRS REMB VARIE SELON L'ANCIENNETE	WORKERS TRAV		'	1	1	1	1	1	1		1 1	1	1	ŀ	1	1	1	1	ı	1	1		
	MAX. DAYS VARIES W SENIORI	NBRE MAX DE REMB VARIE L'ANCIENN	AGMTS		,	1	1	1	1	ı	1	ı	1 1	1 1	,	1	,	1	1	1	,	1	,		
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	PARENTURE & FIXIORES	PAPER AND ALLIED	PRINI/POBLISH/ALLICD	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM. PROD	MISC. MANUFACTURING	4+0+	2 2 2

TABLE 94-TABLEAU 94

			GROUPE	IND. MANUFACTURIERES	ALTMENTS ET BOLCCOMS		CADUTCHOUC/PLASTIQUE	INDUSTRIES DU CUIR	TEXTILE	BONNETERIE	IND. DU VETEMENT	MELIBLES	PAPIER/IND. CONNEXES	IMPRIM. / EDIT. / CONN.	PREM. TRANSFORM. METAUX		MACHINERIE		PRODUITS ELECTRIQUES	PROD.MINIERS NON-MET.	CHARBON/PROD. PETROL.	INDUSTRIE CHIMIQUE	IND. MANUF. DIVERSES	TOTAL	
	2/3 TO 74 PERCENT	66 2/3 A 74 POURCENT	WORKERS		250		1	1	1	•	- 1	- 480	12 160	1	1	200	ı	ı	ı		ı	1	ı	13 170	
JR JR	66 2/ PE	66 2/ POL	AGMTS		-	1	1	1	,	,	1	'	19	,	ı	-	1	1	1	ı	ı	1	ş.	22	
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			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	TEVILLE INDUSTRIES	KNITTING MILLS	CLOTHING INDUSTRIES	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PKIMAKY ME AL	MACHINERY INDISTRIES	TPANSPORTATION FOLLED	FI FOTPTOAT PRODUCTS	NONMETAL MINERAL DOOD	DETENT BOOD	CHEMICAL & CHEM DROD	MICO MANIETA OTTENTA	MISC. MANUFACIUKING	TOTAL	

TABLE 94 (CONT'D.)-TABLEAU 94 (SUITE)

			GROUPE	IND.MANUFACTURIERES	_		CADUTCHOUC/	INDUSTRIES DU CUIR	- 0	IND. DU VETEMENT							-	FABRIC.D'	_	_	_		IND. MANUF. DIVERSES	4 TOTAL	
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LONG TERM DISABILITY INVALIDITE A LONG TERME	50 PERCENT OR LESS	50 POURCENT OU MOINS	WORKERS		3 240	1	J	1	ı	1)	ı	1	1 020	1	1	200	1	1 700	ť	220	1	1	240	6 920	
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	E THAN 50 THAN 66 2/3 PERCENT	PLUS DE 50 INS DE 66 2/3 POURCENT	WORKERS		285	1	1	1	ı	1 1	1	1	+	480	1	ı	1	1	385	1	3	1	ı	1 150	
	MORE THAN LESS THAN 66 PERCENT	PLUS DE 5 MOINS DE 66 POURCENT	AGMTS		-	1	,	1	1		. 1	1	1	2	i	1	1	ı	-	1	1	1	1	4	
			GROUPING	MANUFACTURING	FOOD AND BEVERAGE	TOBACCO PRODUCTS	RUBBER AND PLASTICS	LEATHER INDUSTRIES	TEXTILE INDUSTRIES	KNITTING MILLS	WOOD INDUSTRIES	FURNITURE & FIXTURES	PAPER AND ALLIED	PRINT/PUBLISH/ALLIED	PRIMARY METAL	METAL FABRICATING	MACHINERY INDUSTRIES	TRANSPORTATION EQUIP.	ELECTRICAL PRODUCTS	NONMETAL MINERAL PROD	PETROLEUM & COAL PROD	CHEMICAL & CHEM.PROD	MISC. MANUFACTURING	TOTAL	



NOTES

Union Security (Table 4)

Closed Shop

Only union members will be hired. In some contracts, if no union member is available, the employer may hire non-union workers provided they join the union within a specified time.

Union Shop

All employees in the bargaining unit, as a condition of employment, must become members of the union.

Modified Union Shop

Only new employees are required to join the union. The agreement may or may not stipulate that present union members maintain such membership.

Maintenance of Membership

Employees are not compelled to join the union; however, those who do join the union must maintain their membership for the duration of the agreement as a condition of employment.

Sécurité syndicale (Tableau 4)

Atelier fermé

Seuls les membres du syndicat seront embauchés. Selon certaines conventions, si aucun membre du syndicat n'est disponible, l'employeur peut embaucher des travailleurs qui ne sont pas syndiqués pourvu qu'ils adhèrent au syndicat dans une période donnée.

Atelier syndical

Tous les employés membres de l'unité de négociation doivent, pour conserver leur emploi, devenir membres du syndicat.

Atelier syndical imparfait

Seuls les nouveaux employés sont tenus de s'affilier au syndicat. La convention peut stipuler ou non que les membres actuels du syndicat doivent maintenir leur affiliation.

Maintien de l'affiliation

Les employés ne sont pas tenus d'adhérer au syndicat; toutefois, les employés qui deviennent membres du syndicat doivent, pour conserver leur emploi, maintenir leur affiliation pendant toute la période d'application de la convention.

Rand Formula (Table 5)

The Rand Formula requires all employees within a bargaining unit, whether members of the union or not, to pay union dues or an equivalent amount, as a condition of employment.

Length of Probationary Period after Hiring (Table 6)

If the probationary period is specified in the agreement as "working days", or if the period is not specified as working or calendar days, the time period is converted to calendar days.

Retention of Seniority During Illness - Other (Table II)

In the vast majority of cases, the "other" category refers to instances where illness is not mentioned as one of the circumstances under which seniority is

Seniority - Bumping (Table 12)

Bumping rights confer upon a senior employee the right to displace a junior employee when conditions require layoffs.

Notice of Layoff (Table 13)

Excludes layoff notice specifically related to technological change (see Table 80).

La Formule Rand (Tableau 5)

La formule Rand exige que tous les employés du groupe de négociation, syndiqués ou non, versent la cotisation syndicale ou une somme équivalente, comme condition d'emploi.

Durée de la période de probation (Tableau 6)

St la convention exprime la période de probation en jours ouvrables, ou st elle ne spécifie pas s'il s'agit de jours ouvrables ou de jours civils, la durée de cette période aura été convertie en jours civils.

Conservation des droits d'ancienneté durant la maladie - autres dispositions (Tableau II)

Dans la plupart des cas, la mention "autres dispositions" se rapporte aux instances où la maladie n'est pas citée comme une des raisons de perte des droits d'ancienneté.

Ancienneté - Déplacement (Tableau 12)

Le droit de déplacement confère à un employé jouissant d'une plus grande ancienneté, le droit d'occuper le poste appartenant à un employé qui compte moins d'années d'ancienneté lorsque les conditions exigent une mise à pied.

Avis de mise à pied (Tableau 13)

Exclut tout préavis se rapportant spécifiquement au changement technologique (voir Tableau 80).

Distribution of Work During Slack Period (Table 15)

This provision is designed to minimize the extent of layoffs in times of declining business activity and lack of work.

Severance Pay and SUB (Table 16)

Severance Pay refers to special payments made to employees separated from employment with no expectation of recall. It does not include such payments as wages owing up to the date of separation, pay in lieu of notice, pay for unused vacation credits, pension benefits and payment of the employee's equity in a savings or profit-sharing plan.

Supplementary Unemployment Benefits (SUB) refers to supplemented unemployment benefit plans approved by Canada Employment and Immigration Commission.

Special Grievance Procedure in Disciplinary or Dismissal Cases (Table 19)

In this provision, dismissal means dismissal for cause, not separation due to layoff or to any other non-disciplinary reason.

Répartition du travail durant les périodes de ralentissement de l'activité (Tableau 15)

Cette disposition a pour but de réduire au minimum les possibilités de mise à pied en périodes de ralentissement des affaires et de pénurie de travail.

Indemnité de cessation d'emploi et prestations supplémentaires de chômage (Tableau 16)

L'indemnité de cessation d'emploi est une somme versée à l'employé qui a cessé son emploi de façon définitive, sans éventualité de rappel. Cette indemnité ne comprend pas des sommes telles que les salaires dus en date de la cessation d'emploi, les sommes versées au lieu d'avis de mise à pied ou de crédits de vacances inutilisés; le remboursement de sommes versées au fonds de pension, d'épargnes ou de contributions aux régimes de participation aux bénéfices.

Les prestations supplémentaires de chômage relèvent d'un régime d'assistance supplémentaires approuvé par le ministère Emploi et Immigration Canada, visant les employés en chômage.

Procédure particulière d'examen des griefs dans les cas de sanctions disciplinaires et de congédiement (Tableau 19)

Cette disposition vise les congédiements pour cause et non pas les cas de mise à pied ou tout autre cas non disciplinaire.

Arbitration - Number of Arbitrators (Table 22)

Includes agreements permitting a choice of either a single arbitrator or a panel of arbitrators.

Premium Rates for Work on Paid Holidays (Table 34)

In some cases workers may receive time off instead of a cash payment for overtime work performed on paid holidays. In all cases it is understood that the premium pay is in addition to holiday pay.

Guaranteed Employment or Earnings (Table 35)

This provision ensures the employee against loss of earnings in circumstances beyond his control. Usually the guarantee is for a certain number of hours, days or weeks. Excludes Supplemental Unemployment Benefit Plans.

Cost of Living Allowance (COLA) (Table 40)

Includes provisions stipulating payments designed to protect wages from inflation. Usually, these consist of "escalator" type clauses whereby payments are directly related to increases in the cost of living as measured by the CPI. The most common formulae provide for adjustments based on cents per point, percent per percent and cents per percent in the index. Also included are COLA clauses which provide for guaranteed payments not related to changes in the CPI, and COLA clauses which inoperative.

Arbitrage - nombre d'arbitres (Tableau 22)

Comprend les conventions prévoyant le choix soit d'un arbitre unique ou d'un groupe d'arbitres.

Prime pour le travail effectué les jours fériés payés (Tableau 34) Dans certains cas, les travailleurs peuvent recevoir un congé payé au lieu d'un montant d'argent pour le travail supplémentaire effectué un jour férié payé. Dans tous les cas, il est entendu que la prime est accordée en sus de la rémunération du jour férié.

Garantie d'emploi ou de rémunération (Tableau 35)

A l'exclusion des régimes de prestations supplémentaires de chômage; cette disposition protège l'employé contre la perte de rémunération dans des circonstances indépendantes de sa volonté. Habituellement, la rémunération est garantie pour un certain nombre d'heures, de jours ou de semaines.

Indemnité de vie chère (IVC) (Tableau 40)

Comprend les dispositions visant les versements destinés à contrer l'effet de l'inflation sur les salaires. Habituellement il s'agit de clauses à pallers où les versements sont directement reliés aux augmentations du coût de la vie tel que déterminé par l'IPC. Les formules les plus fréquentes prévoient des ajustements basés sur des augmentations de cents par point, pourcentage pour pourcentage et cents par pourcentage de déplacement de l'index. Egalement comprises dans les dispositions de l'IVC sont les versements garantis mais non rellés aux variations de l'IPC et les dispositions inopérantes.

Clothing and Uniforms (Table 68)

The company pays all or part of the cost of required special clothing and uniforms. The company may also pay all or part of the cost of laundry services.

Moonlighting (Table 81)

Moonlighting is a term applied to the simultaneous sholding of more than one paid employment by a worker, e.g., a full-time job and a second supplementary job with another employer or self-employment.

"Other" category consists primarily of cases where moonlighting is permitted while the employee is on leave of absence.

Contracting-out (Table 82)

Contracting—out (Subcontracting) is the practice of having certain steps in a manufacturing process, plant maintenance, or other work function performed by outside contractors using their own work forces.

Older or Handicapped Workers (Table 84)

These clauses facilitate the continued employment of workers whose capacity has been impaired by advancing age or injury, as well as those who wish to remain past the normal retirement age.

Vêtements et uniformes (Tableau 68)

L'employeur acquitte, dans sa totalité ou en partie, le coût des vêtements spéciaux et uniformes requis. L'employeur assure aussi le nettoyage sans frais ou à frais partagés.

Double emploi (Tableau 81)

Ce terme s'applique lorsqu'un employé occupe plus d'un poste rémunêré à la fois, p. ex., un poste à plein temps et un poste d'appoint auprès d'un autre employeur, ou un travail à son propre compte.

La catégorie "Autres" comprend surtout les cas où le double-emploi est permis pendant toute période de congé autorisé.

Contrats à forfait (Tableau 82)

Pratique consistant à faire effectuer certaines étapes du processus de fabrication, de l'entretien de l'établissement ou d'autres tâches par des entrepreneurs de l'extérieur qui se servent de leur propre main-d'oeuvre.

Travailleurs âgés et(ou) handicapés (Tableau 84)

Cette disposition facilite l'emploi continu de travailleurs dont la capacité est diminuée parce qu'ils avancent en âge ou ont subi des blessures et des travailleurs qui désirent conserver leur emploi après l'âge normal de la retraite.











